

Cedar Rapids CSD

Org. of Teacher Associates

7/1/2005 6/30/2010

AGREEMENT

Between the

**Cedar Rapids Organization of
Teacher Associates**

and the

Cedar Rapids
Community School District

Cedar Rapids, Iowa

2005 – 2010

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ARTICLE I
RECOGNITION AND DEFINITIONS

A. UNIT

The Cedar Rapids Community School District hereby recognizes the Cedar Rapids Organization of Teacher Associates as the certified exclusive bargaining representative for all personnel employed by the school district as set forth in the PERB certification instrument (Case #2322) issued by the PERB on January 20, 1983.

The unit described in the above certification is as follows:

INCLUDED: All paraeducators.

EXCLUDED: All professional and administrative staff: Classroom teachers, media specialists, counselors, nurses, project leaders, area chairpersons, special projects personnel, therapists, clinicians, superintendent, assistant superintendents, principals, associate principals, directors, coordinators, secretarial and clerical staff and all other persons excluded by Section 4 of the Act.

B. DEFINITIONS

1. The term, "school district," as used in this Agreement, shall mean the Cedar Rapids Community Schools, in the County of Linn, State of Iowa, its Board of Directors, or its duly authorized representatives.
2. The term, "Organization," as used in this Agreement, shall mean the Cedar Rapids Organization of Teacher Associates, or its duly authorized representatives.
3. The term, "employee," as used in this Agreement, shall mean all persons described in the bargaining unit as set forth in Section A of this Article.

ARTICLE II
WORK YEAR, WORK WEEK AND WORK DAY

A. WORK YEAR

Employees shall be employed for a maximum of one hundred eighty (180) days, which shall include one workday to be scheduled on the last teacher inservice day prior to the students reporting at the beginning of each school year. Additional days beyond the 180 maximum shall be approved by the responsible administrator.

B. WORKWEEK

The regular workweek shall consist of five (5) workdays, Monday through Friday. Nothing herein shall preclude employees agreeing to work some other regular workweek schedule provided such alternate regular workweek schedule shall not include Sunday.

C. WORKDAY

The specific work hours for each employee may vary according to the needs of the school district. Employee work hours shall be established by the responsible administrator.

Except in cases of emergency, it shall be the objective of the school district to provide employees with a thirty (30) minute unpaid duty-free lunch period during each scheduled workday.

Except in cases of emergency, it shall be the objective of the District to provide employees who work eight (8) hours per day with one fifteen (15) minute break in the morning and one in the afternoon. Additionally, it shall be the objective of the District, except in cases of emergency, to provide employees who work at least four (4) hours per day, but less than eight (8) hours per day with one fifteen (15) minute break per day. The responsible administrator shall designate all break times.

D. INCLEMENT WEATHER

When inclement weather necessitates a delay in the normal beginning time, teacher associates shall be required to report to school as soon as they can reasonable arrive in consideration of their personal safety. In the event the teacher associate cannot safely arrive before the beginning of the student day, they may use emergency leave for the time missed. In the event school dismisses early as a result of inclement weather or any other emergency, teacher associates shall be dismissed as soon as their responsibility for students is completed, as determined by the Principal, Supervisor or Designee.

E. SCHOOL CALENDAR DISTRIBUTION

The school calendar shall be distributed to employees within thirty (30) days following its adoption, but not later than May 1.

ARTICLE III BASIC COMPENSATION

A. RATES OF PAY

The rates of pay reflected in Schedule A, attached hereto, shall be a part of this Agreement.

B. PAY INCREASES

Employees who advance a training level shall receive a 3.5% salary increase.

Level 1 – paraeducators with 0-4 earned in-service credits

Level 2 – paraeducators with 5-9 earned in-service credits

Level 3 – paraeducators with 10-14 earned in-service credits

Level 4 – paraeducators with 15+ earned in-service credits

Level 5 – paraeducators with an AA degree

Level 6 – paraeducators with a Generalist Certificate

Level 7 – paraeducators with a Specialist Certificate

Level 8 – paraeducators with a Bachelors degree and teaching licensure or eligibility for teaching Licensure

The value of level adjustments during the term of this agreement shall remain at 3.5%. An additional sum, not to exceed \$25,000 shall be added to the financial improvements package each year that the level adjustment value remains frozen at 3.5%.

The value of level adjustments in 2010-2011 shall increase to 4.0%.

The value of level adjustments in 2011-2012 shall increase to 4.5%.

C. OVERTIME COMPENSATION

Time and one-half shall be paid for all work performed in excess of forty (40) hours in one regular workweek.

No overtime work shall be performed without the prior approval of the responsible administrator.

Nothing herein shall preclude employees volunteering to work unreimbursed at special events outside their normal working hours.

D. HIRING AND PLACEMENT OF EMPLOYEES

All employees will be placed on the first level of the Hiring Guide, attached hereto as Schedule B, except additional step credit may be given for recent comparable experiences, at the discretion of the Human Resources Department. All new employees shall serve a three (3) month probationary period commencing with the last date of hire as a Teacher Associate.

E. INSERVICE CREDIT

All employees may advance on the salary schedule by earning credits through approved inservice courses. In order to receive credit prior approval must be obtained from the Human Resources

Department, which shall determine the number of credit hours to be awarded. Normally, eight (8) contact hours will constitute one (1) credit. Evidence of satisfactory completion of the course(s) shall be required.

Applications for salary adjustment due to a change in the training level of an employee shall be made by September 15 of the applicable contract year. Applications for level adjustment shall be available in the office of each educational site or by contacting the district human resources office.

Employees may attend other District inservice activities related to their assignment and duties when scheduled outside the employee's workday.

F. METHOD OF PAYMENT

Pay days shall be established by the payroll department prior to the beginning of each work year. Normally, pay days shall be every other Friday, except when such Friday falls on a holiday, in which case the pay day shall be on the last previous working day.

G. SUBSTITUTE PAY

Teacher Associates who are qualified and accept an assignment to substitute teach in the district may use non-reimbursed leave from their normal associate position and accept substitute teacher wages in lieu of their normal hourly rate of pay.

ARTICLE IV DUES DEDUCTION

A. AUTHORIZATION

An employee may deliver to the school district an assignment in writing, duly executed by such employee, authorizing payroll deduction of Organization dues. As used herein, "Organization dues" shall mean any payment of monies to the Organization or its affiliates specified in writing by the employee on the proper assignment form, provided such shall not be construed to include any initiation fees, special assessments, non-current dues, fines or the like. The form of such assignment shall be designated by the Organization. The school district shall not authorize payroll deduction of dues for any other organization claiming to represent employees.

B. REGULAR DEDUCTION

Pursuant to the above authorization, the school district shall deduct the amount described therein from all paychecks commencing thirty (30) calendar days following receipt of such authorization, but no earlier than the first paycheck in October and no later than the final paycheck in June. The school district shall not be required to vary the amount of deduction from one pay date to another.

C. DURATION

A dues deduction authorization shall continue in effect according to its terms, provided such authorization shall be revocable by the giving of notice in writing. The school district shall not be obligated to implement such revocation for a period not to exceed thirty (30) calendar days following receipt of such notice.

D. TERMINATION

Termination of employment shall be deemed to include a notice of revocation of authorization unless the employee shall otherwise advise the school district in writing.

E. TRANSMISSION OF DUES

The school district shall transmit to the Organization the total deduction for Organization dues within thirty (30) calendar days of their deduction, along with a listing of employees for whom deduction was made, provided the Organization shall hold harmless and defend the Board against any action or claim of whatsoever nature in relation to such dues deduction, if the Board has made such dues deduction in compliance with this Article.

F. COST

If the school district shall incur additional expenses beyond the normal increase in materials and labor for such dues deduction, due to forced use of outside facilities, the Organization shall reimburse the school district for the amount thereof.

G. COMPLIANCE

If for any reason the school district shall be unable to comply with any of the provisions of this Article with respect to any of the time factors involved, such time factors shall be appropriately revised by mutual agreement between the parties.

ARTICLE V
SALARY REDUCTION/GROUP INSURANCE

- A. For the purposes of this Article, it is understood that only those employees who are employed at least thirty (30) or more hours per week are eligible for district contributions toward the cost of premiums for health insurance. However, employees who work less than thirty (30) hours per week may elect health insurance or dental insurance with the total cost borne by the employee.

B. SALARY REDUCTION

Each employee will have the option of executing an annual election form for salary reduction of the employee's regular salary for the following benefits, subject to the provisions, terms, and conditions of the District's salary reduction plan and the provisions, terms, and conditions of the insurance policies and plan.

1. Health Insurance – MIIP Options
2. Dental Insurance - Plan I or II Delta Dental.
3. Medical Reimbursement
4. Dependent Care

The full yearly amount for the employee share of the cost of benefits elected shall be paid by the employee through salary reduction of the paychecks issued during the employee's work year. Such salary reduction shall begin with the last paycheck in September and end with the last full two-week paycheck in May.

C. HEALTH INSURANCE

1. Single Coverage: For each eligible employee electing this coverage, the school district shall pay an amount not to exceed one hundred forty five dollars (\$145.00) per month toward the cost of the premium for single coverage. Any portion of the premium not contributed by the school district shall be borne by the employee.
2. Family Coverage: In lieu of the above, for each eligible employee electing this coverage, the school district shall pay an amount not to exceed one hundred forty five dollars (\$145.00) per month toward the cost of the premium for family coverage. Any portion of the premium not contributed by the school district shall be borne by the employee.

D. LONG-TERM DISABILITY INSURANCE

For employees who work thirty (30) hours or more per week, the school district shall pay the premium for the plan in force on the effective date of this Agreement.

E. TORT LIABILITY INSURANCE

The school district shall pay the premium for liability insurance covering performance of job-related duties as provided in Chapter 670, Code of Iowa.

F. WORKERS' COMPENSATION

If an employee qualifies for Workers' Compensation benefits, and the employee elects to have the school district supplement the benefits, the following procedures shall apply:

1. The school district shall pay the employee the employee's regular rate of pay for the number of days the employee has accumulated as sick leave.
2. The employee shall endorse and assign the Workers' Compensation payments to the school district for that period of time.
3. One (1) day of accumulated sick leave shall be deducted for each day of absence.
4. The employee shall retain the Workers' Compensation payments for periods of time following exhaustion of accumulated sick leave.

If an employee qualifies for Workers' Compensation benefits, and the employee elects not to have the school district supplement the benefits, the employee shall retain the Workers' Compensation benefits and the school district shall deduct from the employee's accumulated sick leave an amount of time proportionate to the amount of Workers' Compensation payments made to the employee.

The employee shall notify the school district of his/her option within three (3) days of receipt of the school district's notice to make such election. Failure to report within such time limit shall be treated as an election not to have the District supplement the benefits.

ARTICLE VI LEAVES OF ABSENCE

A. PERSONAL ILLNESS OR DISABILITY

All employees shall be granted leave without loss of salary as follows:

At the beginning of employment	10 days (pro-rated)
The second year of employment	11 days
The third year of employment	12 days
The fourth year of employment	13 days
The fifth year of employment	14 days
The sixth year of employment	15 days
and each subsequent year	

Personal illness or disability leave shall be pro-rated, depending on the number of hours per day the employee works. Personal illness or disability leave may be accumulated to a maximum of one hundred eighty (180) days. Personal illness or disability leave shall be approved by the responsible administrator. A request may be made for a certificate from a medical doctor from those individuals who are frequently absent from their duties because of illness or from those who are absent for an extended period of time.

The school district may grant a leave of absence without pay if an employee has exhausted all accumulated personal illness or disability leave and continues to be ill.

An employee adopting a child shall be eligible to use accumulated sick leave for the period of bonding time required by the adoption agency.

Up to six weeks of accumulated personal illness leave shall be granted for maternity leaves. Additional personal leave may be granted for complications of the pregnancy or delivery and if additional time is recommended by a physician, for concerns related to the mother's health.

Up to 10 days of accumulated personal illness leave may be requested for each birth or adoption for paternity leave. This leave may be used on an intermittent basis.

The Resolution Team shall have the authority and flexibility to grant waivers allowing employees to borrow personal illness leave from future allocations to cover maternity and/or paternity leaves and in cases where an employee has exhausted all personal illness leave.

B. ILLNESS IN THE FAMILY

In the event of illness in the immediate family, an employee may be granted a leave of absence not to exceed three (3) days without loss of salary or deduction from personal illness or disability leave. Unused leave shall be cumulative to fifteen (15) days. The immediate family shall be construed to mean father, mother, son, daughter, wife, husband, brother, sister, mother-in-law, father-in-law, grandparents or grandchild.

The granting of this leave is subject to the approval of the responsible administrator. The school district may require a doctor's certificate as proof of illness or another person's statement acceptable to the responsible administrator.

The illness of some other person may warrant the same treatment as immediate family. Such cases will be considered on an individual basis by the responsible administrator. The amount of leave allowed for some other person is subject to the discretion of the responsible administrator and the granting or withholding of such leave shall not be precedential nor subject to the provision on Article XIII of this Agreement.

The Resolution Team shall have the authority and flexibility to grant waivers allowing employees to convert personal illness leave days for family illness leave when the employee's personal situation and circumstances warrant such consideration.

C. BEREAVEMENT

In the event of death in the immediate family, an employee shall be granted a leave of absence not to exceed five (5) days, at the time of such death. The leave granted shall be without loss of salary or deduction from personal illness or disability leave, but it shall not be cumulative.

The immediate family shall mean father, mother, son, daughter, husband, wife, brother, sister, mother-in-law, father-in-law or grandchild. In case of death of other relatives, two days of absence with full pay shall be granted. Other relatives shall be construed to mean son-in-law, daughter-in-law, grandmother, grandfather, sister-in-law, brother-in-law, aunt or uncle.

The death of some other person may warrant the same treatment as listed for one of the above categories. Such cases will be considered on an individual basis. Additionally, based on travel distance, the death of some other relative may warrant up to three (3) days of leave. Such cases will be considered on an individual basis by the responsible administrator. The amount of leave allowed for the death of some other person and/or relative is subject to the discretion of the responsible administrator and the granting or withholding of such leave shall not be precedential nor subject to the provisions of Article XV of this Agreement.

Bereavement leave may be used on an intermittent basis. Days not used at the time of the death of a family member may be requested at a later date for purposes related to estate issues. For estate issues that may necessitate additional leave, requests may be made under Section L of this Article of the Agreement.

The amount of leave allowed under this provision is subject to the discretion of the responsible administrator.

D. EMERGENCY

An employee may be granted emergency leave of no more than two (2) days per year without loss of pay or deduction from personal illness or disability leave. Emergency leave shall not be cumulative.

Emergencies which qualify for use of this leave allowance are those situations of a serious nature which develop suddenly and unexpectedly, which require the employee's immediate attention which cannot be attended to outside of work hours and which are not covered under other provisions. Leave requests will be considered on their individual merits.

The written request to the employee's responsible administrator, shall state the reason for the proposed leave. If the nature of the situation makes it impossible to submit a written request, an oral request shall be submitted and then confirmed in writing within three (3) days after returning to work.

If the leave is not approved, the absence shall be deducted at the appropriate hourly rate.

Emergency leave may be used in 1 hour increments.

E. PERSONAL BUSINESS LEAVE

An employee may be granted personal leave of no more than one (1) day per year. Application for such leave shall be filed at least three (3) employee working days in advance of such leave, unless the time requirement is waived or modified by the responsible administrator. Such leave shall be without loss of salary or deduction of other leave, and any such unused leave shall not be cumulative. Personal leave shall not be granted during the first ten (10) or last five (5) employee working days in any school year, or on a day immediately preceding or following a school holiday or school vacation period. Personal leave shall not be granted for the purpose of vacation travel, recreation, job interview or participation in any form of work stoppage.

F. ORGANIZATIONAL

The school district shall grant a leave of absence without loss of pay to an employee for the purpose of carrying out Organization business. Evidence of Organization approval shall be submitted to the District. Application for such leave shall be submitted to the Human Resources Office at least one week in advance of the proposed date of usage. In no event shall the total number of days granted hereunder exceed ten (10) days.

G. RELIGIOUS OBSERVANCE

Any employee whose religious affiliation requires the observance of holidays other than those scheduled in the school calendar may be excused by the responsible administrator without loss of salary.

H. MILITARY LEAVE

Military leave shall be granted in accordance with applicable federal and state laws.

I. JURY DUTY

An employee called for jury duty, shall continue to receive full salary compensation less the amount of money paid for such service. Application for leave for jury duty should be made to the Superintendent or designee. When a juror is not required to do full-time jury duty, the employee is expected to report for regular work.

J. PRO RATA

When leaves are authorized with pay, employees that work less than forty (40) hours per week shall be compensated at their regular rate based upon their normal workday.

K. GENERAL LEAVE

An employee may apply for a general leave of absence without pay or benefits. A leave of absence may be granted for reasons as deemed appropriate by the Superintendent or designee.

L. LEAVE OF ABSENCE RESERVE

The District shall establish a leave of absence reserve. Days may be drawn from the leave of absence reserve by application to the Resolution Team. Up to 25 workdays annually, per employee, may be granted for the following purposes:

1. To provide care for a critically ill member of the immediate family.
2. To conduct business related to the settlement of an estate.
3. Other purposes deemed appropriate by the Resolution Team.

The Resolution Team shall have the authority to extend leave of absence days beyond the 25 days specified above in unique and unusual situations.

M. DECISIONS OF THE RESOLUTION TEAM

Leave decisions made by the Resolution Team shall not be subject to the provisions of Article XII, Grievance Procedure. Appeals shall be processed using the complaint procedure in board policy. Decisions of the Resolution Team shall be deemed to have satisfied the immediate supervisor and superintendent, or designee levels of that procedure.

ARTICLE VII HOLIDAYS

Employees shall be granted the following holidays with pay.

Labor Day
Veterans Day
Thanksgiving Day & Friday
following Thanksgiving Day

Christmas Day
New Year's Day
President's Day
Good Friday
Memorial Day

If the holiday falls on Saturday, time off with pay shall be granted on the preceding Friday. If the holiday falls on Sunday, time off with pay shall be granted on the following Monday. Notwithstanding any other provision of this Section, if any holiday shall fall on a day when students are present, the school district may designate an alternate date on which such holiday shall be observed by giving thirty (30) calendar days notice thereof.

An employee may be granted leave or vacation on the work day prior to or subsequent to the holiday without loss of pay on the holiday, provided the employee has received prior approval of the responsible administrator. The approval must be requested at least four (4) calendar days prior to the holiday. Any unexcused absences on a day, before or after a holiday, shall cause a forfeiture of pay for both the day of the unexcused absence and the holiday.

**ARTICLE VIII
HEALTH PROVISIONS**

A. HEALTH PROVISIONS

1. Physical Examinations: Upon reasonable notice by the District, employees shall be required to have a triennial physical examination which shall include a basic tuberculin test. After notice is given by the District, employees shall have until the last work day of the school year to submit the completed physical examination to the District.

The school district shall pay the entire cost of a physical examination required as a condition of continuing employment, except for the prescribed triennial physical examination.

ARTICLE IX SENIORITY

A. DEFINITION

Except as may be modified by Section D of this Article, the term "seniority" shall mean an employee's continuous length of service since the last date of hire as a teacher associate.

B. SENIORITY

Employees shall receive seniority based on the following formula:

Hours of service x days of service divided by 8 = Number of days of seniority.

C. PROBATION

Upon completion of the probationary period, an employee shall be placed on the seniority list with seniority determined from the last date of hire.

D. BREAKS IN SERVICE

An employee's seniority shall be broken by voluntary resignation, discharge, retirement or a continuous period of lay off in excess of twelve (12) calendar months. An employee's seniority ceases to accumulate by a reduction in force. If an employee who is laid off returns to work within twelve (12) calendar months, the employee's previously earned seniority will be reinstated. If an employee leaves a position represented by the Organization but remains an employee of the school district, or if an employee takes a general leave of absence, the employee's accumulated seniority shall be frozen. When an employee returns to a position in this bargaining unit she/he shall receive credit for seniority previously earned as a member of the bargaining unit.

ARTICLE X TRANSFER PROCEDURES

A. DEFINITION

The movement of an employee from one building to another building, as provided below shall be considered a transfer.

Employees must be employed in the Cedar Rapids Community School District for one school year before they are eligible to request a transfer.

B. POSTING

When a job opening occurs that is expected to continue for more than sixty (60) working days, it shall be posted for a period of at least five (5) working days in all buildings. A position opening, that involves duties in support of an acute special needs student(s) or that is to be filled by an

employee from the building where the opening occurs, shall not be considered a vacancy and shall not be subject to the posting requirements of this Article. An employee granted unpaid leave for medical reasons shall maintain a right to his/her position for up to one (1) year or until the conclusion of the leave whichever shall occur first. The District may request a statement from a medical doctor to verify the need for and appropriate dates for such leave. In no instance shall a job opening be filled permanently within five (5) working days of the posting date on the Notice of Position Opening.

C. VOLUNTARY TRANSFERS

1. Any eligible employee may request a transfer without reference to a specific vacancy by filing with Human Resources a written application indicating the desire to transfer, type of position(s), building(s), and hours wanted in order of preference and a summary of qualifications, education and related job experience. Such general request for transfer will be kept on file until March 15th of each year. Reapplication may be submitted after March 15th each year if a transfer is still being requested.

2. All eligible employees covered by this Agreement, shall have the right to request a transfer to the posted vacancy by submitting notification, in writing, to the Associate Superintendent-Human Resources or designee within the five (5) day posting period.

The employee applying for a vacancy may request an interview with the responsible administrator. The school district shall, in its sole discretion, determine each employee's qualifications for the vacancy. When employees have qualifications considered equal, the employee with the greatest total seniority shall be given priority. In the event that no employee requesting a transfer to a vacancy is deemed qualified, the District may fill the vacancy with someone not currently employed by the District.

3. When a serious conflict occurs between an associate and his/her supervising teacher, which cannot be satisfactorily mediated, the associate may request an immediate transfer. Such request will not adversely affect the employee's immediate or future employment with the District.

4. Voluntary transfer shall be limited to one (1) per employee, per school year unless an increase in either hours or pay is involved.

D. INVOLUNTARY TRANSFERS

Employees involuntarily transferred, as determined and directed by the District, shall be notified of such action as promptly as possible. Every effort shall be made to give such notice at least seven (7) calendar days before the transfer is to take place. In the event of a program relocation, it shall be the objective of the District to transfer associates with the relocated program. An associate who is hired as a one-on-one assistant shall move with the student as long as the student remains in the District. Involuntary transfers shall be based on district needs.

ARTICLE XI STAFF REDUCTION

A. REDUCTION IN FORCE

When in the sole judgement of the District, reduction in force is necessary, the District shall attempt to accomplish the necessary reduction through attrition. If further reduction in force is necessary the procedure shall be as follows:

1. All probationary employees as defined in Article III Basic Compensation will be reduced in the affected pay column as described in Schedule A, provided a qualified replacement, as determined by the District, is available.
2. If further reduction is necessary, it shall occur within the pay columns (A, B, C, D and E) as described under Schedule A of this Agreement. Within each pay column the employee(s) to be reduced shall be removed from the affected pay column(s) in the reverse order of seniority provided a qualified replacement, as determined by the District, is available.
3. Within the columns A, B, C, D and E, the District, in its sole discretion may determine if the employee is qualified to perform a specific job. Furthermore, such determination by the District shall not be subject to the provisions of Article XIII of this Agreement.
4. An employee(s) whose position has been eliminated may accept lay off or first shall replace the employee within his/her pay column with the least seniority. If placement is not accomplished under the first step above, the employee shall, if deemed qualified, replace the least senior employee in the next lower pay column. However, no employee shall replace an employee who has greater hours or seniority in either pay column.

B. LIMITATIONS

1. Employees working less than four (4) hours per day and having less than 1,890 hours seniority shall not be eligible for the staff reduction procedures of this Article. Within this group the selection of an employee for reduction shall be at the discretion of the school district.
2. Employees assigned to duties in support of an acute special needs student(s) shall not be subject to the procedures of this Article.

C. RECALL RIGHTS

Any employee terminated because of reduction in force shall have recall rights to any position of equal hours or less than that from which the employee was reduced. This recall right shall be effective for a period of twelve (12) months from the date of the employee's lay off. Recall to available positions shall be given to employees in the inverse order of lay off within the pay columns where the vacancy exists. If there are no laid off employees within that pay column the senior most employee on lay off shall be recalled to the position if that employee is qualified as determined by the responsible administrator.

Recall notice shall be by certified letter, return receipt requested, to the last known address of the employee as shown on the school district's personnel records.

An employee may, without losing his/her recall rights, decline recall to a position with a lower annual salary than that from which the employee was reduced. Such a decline of a recall notice, by

an employee, shall not constitute a failure to respond affirmatively. If, however, such an employee accepts the lower position, his/her recall rights shall terminate.

Failure of the employee reduced pursuant to the provisions of this Article to respond affirmatively to a certified letter from the school district within five (5) calendar days after receiving such letter, shall result in termination of the employee's right of recall.

D. NOTIFICATION

An employee to be reduced shall be notified, in writing, at least thirty (30) calendar days in advance of the reduction in force date.

The District shall provide the Organization with a list of those employees reduced pursuant to the provisions of this Article.

ARTICLE XII SAFETY PROVISIONS

Employees shall promptly bring to the attention of the appropriate administrator any conditions known to them which could result in unsafe or hazardous conditions for employees and such conditions shall be promptly reviewed by the designated administrator.

An employee may, within the scope of his/her employment and pursuant to school district policies, administrative regulations, and directives using no more force than is reasonable and necessary, take appropriate action in self-defense, or to protect students who are under the supervision of school employees, or to protect school district property. This paragraph shall not be construed to condone any action which is in any respect not lawful.

An employee shall be eligible for reimbursement for damage to the employee's personal wearing apparel or accouterments experienced in maintaining discipline or as a result of a violent act when the employee is performing within the scope of his/her employment, provided an investigation by the Superintendent or designee indicates there was no negligence on the part of the employee. Reimbursement for any loss shall be made only to the extent that the amount of such loss exceeds indemnification from any other source, and shall be limited to a maximum of one hundred fifty dollars (\$150.00) per incident and three hundred dollars (\$300.00) per work year. This provision shall apply only to those incidents which occur on school property or while the employee is engaged in school business. A request for reimbursement shall be submitted in writing to the Director - Human Resources, shall describe the incident, shall state the amount of reimbursement sought and verification thereof, and shall be approved by the investigating administrator.

ARTICLE XIII GRIEVANCE PROCEDURE

A. DEFINITIONS

1. Grievance: A grievance shall mean only an allegation that there has been a violation, misinterpretation, or misapplication of any of the specific provisions of this Agreement.
2. Grievant: A "grievant" is the person(s) or the Organization making the allegation.
3. Day: As used herein, "day" shall mean employee working day. The time limits provided herein may be extended by mutual agreement.

B. PROCEDURES

- Level 1: Principal or immediate supervisor (Informal). An employee with a grievance shall first discuss the grievance with the principal or immediate supervisor, with the object of resolving the matter informally.
- Level 2: Principal or immediate supervisor (Formal). If the grievance cannot be resolved informally, the grievant may file the grievance in writing, with the building principal or immediate supervisor. The written grievance shall state the nature of the grievance, the specific provisions of the Agreement allegedly violated, and the relief requested. The filing of the formal, written grievance at level two must be within twenty (20) days from the date of occurrence of the event giving rise to the grievance or from the date when the grievant could reasonably have become aware of such occurrence. The building principal or immediate supervisor shall make a decision on the grievance and communicate it in writing to the employee and the Organization within ten (10) days after receipt of the grievance, provided at the request of the building principal or immediate supervisor, a meeting shall be held with the grievant to discuss such grievance, in which event the building principal or immediate supervisor shall have additional time to respond. Such additional time shall not exceed fifteen (15) days from receipt of the grievance or ten (10) days from the date of the meeting, if held, whichever shall be the lesser.
- Level 3: In the event a grievance has not been satisfactorily resolved at the second level, the grievant may file, within ten (10) days of the principal's or immediate supervisor's written decision at the second level, a copy of the grievance with the Superintendent or designee. Within ten (10) days after such written grievance is filed, the grievant and the Superintendent or designee shall meet to consider the grievance. The Superintendent or designee shall file an answer within ten (10) days of such meeting and communicate it in writing to the employee and the Organization.
- Level 4: If the grievance is not resolved satisfactorily at level three, the grievance may be submitted to impartial, binding arbitration. To enter such arbitration, the Organization shall submit a written request on behalf of the Organization and the grieving employee(s) to the Superintendent within twenty-five (25) days from receipt of the level three answer. The arbitrator shall be selected by the two parties within seven (7) days after said notice is given. If the two parties fail to reach agreement on an arbitrator, within seven (7) days the American Arbitration Association shall be requested to provide a panel of at least seven (7) arbitrators, from which a selection shall be made in accordance with its practices.

The cost for the services of the arbitrator, and the cost of the hearing room shall be borne equally by the school district and the Organization. Expenses relating to either party's representatives or witnesses, and other expenses incurred by either party in presenting its case shall be borne by each party. A transcript or recording shall be made of the hearing at the request of either party; however, the party requesting the copy of the transcript or recording shall pay for such copy.

The arbitrator so selected shall hold hearing(s) unless such hearing(s) are waived, and shall issue her/his decision not later than twenty (20) days from the date of the close of the hearing(s). The arbitrator, in his decision, shall not amend, modify, nullify, ignore or add to the provisions of the Agreement. His authority shall be strictly limited to deciding only the issue or issues presented to him, and his decision must be based solely and only upon his interpretation of the meaning or application of the expressed relevant language of the Agreement. The decision of the arbitrator shall be final and binding on the parties.

C. GROUP GRIEVANCE

If a grievance involves a group of employees, the grievance shall be submitted in writing by the Organization to the appropriate administrator at level two. The filing of a group grievance must be within thirty (30) days from the date of the occurrence of the event giving rise to the grievance or from the date when the grievant(s) could reasonably have become aware of such occurrence.

D. REPRESENTATION

The grievant(s) shall be present at all meetings, and at the option of the grievant(s), may be represented at such meetings by a representative of the Organization. When an employee is not represented by the Organization, the Organization shall have the right to be present at all levels, and shall have the right to grieve any adjustment of the employee's complaint if such adjustment is inconsistent or contrary to the provisions of this Agreement.

E. MISCELLANEOUS

All records dealing with the processing of a grievance shall be filed in a separate grievance file, and shall not be kept in the personnel file of any of the participants.

All meetings and hearings under this procedure shall be conducted in private. When it is required for a grievant or an Organization representative to meet regarding a grievance during the work day, to participate in any meetings or hearings hereunder, said grievant and representative shall be released without loss of compensation.

Any investigation or the processing of any grievance shall be conducted so as to result in a minimum of interference with or interruption of the work activities of the grieving employee, provided the foregoing shall not be applicable to any grievance meeting called pursuant to Section B of this Article or to any other grievance-related activity prescribed by the school district.

Failure to file a grievance within the stipulated time or failure to appeal the grievance from one level to another within the stipulated period therein shall constitute a waiver of the grievance. Failure of the responsible administrator to render a decision within the stipulated time shall constitute a denial and permit appeal to the next level.

If the Organization or any employee files any grievance or complaint in any forum other than under the grievance procedure of this Agreement, then the school district shall not be required to process the same claim or sets of facts through the grievance procedure.

ARTICLE XIV EVALUATION

A. NEW EMPLOYEE EVALUATION

New employees hired during the first semester shall be evaluated in writing by the principal or immediate supervisor during the probationary period, as defined in Article III, and at the end of the first year of employment; however, new employees hired during the second semester shall be evaluated at least once by the end of that school year.

B. CONTINUING EMPLOYEE EVALUATION

1. Employees who have satisfactorily completed their probationary period shall be evaluated in writing at least once every three (3) school years. Employees to be evaluated during the school year shall be notified during the first four (4) weeks of the school year.

The employee shall be informed of the criteria, procedure and forms to be used; the names and positions of the administrator(s) and teacher(s) who will be contributing to his/her evaluation.

This shall not preclude additional employees being evaluated on the basis of need, as determined by the District.

2. Evaluations shall be based on relevant and factual information gathered through observation, discussion and self-evaluation by the employee.
3. All evaluations shall be completed prior to May 1st and an evaluation conference shall be held with the employee by the responsible administrator.
4. The employee shall have the right to respond, in writing, to the content of the evaluation.
5. If an employee feels his/her formal written evaluation is incomplete, inaccurate, or unjust, the employee shall have the right to grieve the content of the evaluation according to the grievance procedures outlined in Article XIII of this agreement.

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ARTICLE XVI COMPLIANCE CLAUSES AND DURATION

A. SEVERABILITY

If any provision of this Agreement shall be declared illegal by a court of competent jurisdiction then such provision shall be deleted from this Agreement to the extent that it violates the law. All other provisions not affected by those provisions which have been invalidated, shall remain in full force and effect.

B. FINALITY

The parties acknowledge that during negotiations which resulted in this Agreement each had the unlimited right and opportunity to make demands and proposals with respect to any subject or matter not removed by law from the area of collective bargaining, and that the understandings and agreements arrived at by the parties after the exercise of that right and opportunity are set forth in this Agreement. Therefore, the school district and the Organization for the life of this Agreement, each voluntarily and unqualifiedly waives the right, and each agrees that the other shall not be obligated to bargain collectively with respect to any subject or matter referred to or covered in this Agreement, or with respect to any subject or matter not specifically referred to or covered in this Agreement, even though such subject or matters may not have been within the knowledge or contemplation of either or both of the parties at the time that they negotiated or signed this Agreement. The foregoing shall not, however, preclude the parties mutually agreeing to an amendment of this Agreement, nor preclude any party from proposing the negotiation of any item for the purpose of such amendment.

C. TERM

This agreement shall be effective as of July 1, 2005, and shall continue in effect through June 30, 2010.

All language in this agreement shall be deemed to be living language. As such, either party may request open negotiations regarding any part of the contract at any time. The parties shall bring their bargaining teams together to negotiate the requested issue(s). Any impasse that results shall be resolved through final and binding arbitration as established in the Grievance procedure of this contract.

Total package economic improvements (salary, insurance, etc.) to the contract in the subsequent years of this agreement shall be limited to the same percentage overall increase as the regular program growth, plus ½ % (including amounts for increasing enrollment) received by the District. The percentage increase shall cover all increased costs of the bargaining unit, including steps, salary schedule enhancements, increases in insurance premiums, FICA, IPERS, and all other items the parties costed in arriving at each year's compensation package.

Distribution of economic improvements shall be determined by the Organization and approved by the School Board.

Negotiations relative to the total package percentage may be reopened if the District receives less than the state average regular program increase.

Any increase in FTE shall not be costed as part of the total package amount.

D. SIGNATURE CLAUSES

IN WITNESS WHEREOF, the parties hereto have caused this Agreement to be signed by their respective representatives, and their signatures placed thereon, all in August, 2005.

CEDAR RAPIDS ORGANIZATION
OF TEACHER ASSOCIATES

CEDAR RAPIDS COMMUNITY
SCHOOL DISTRICT,
in the County of Linn, State of Iowa

By Michele Geers
Michele Geers, Negotiator

By Mary Meisterling
Mary Meisterling, President

By David Markward
David Markward, Superintendent

**SCHEDULE B: HIRING GUIDE
TEACHER ASSOCIATES
2005-2006**

Step	B Para I	C Para II	D Para Techs	E Para III	Step
1					1
2					2
3					3
4					4
5					5
6					6

POSITION PLACEMENT

Column A - Those positions which, as determined by the District, have no scheduled student contact duties.

Column B - Special education positions in classrooms designated as resource teaching programs (RC/RM) or special classes with integration (SI/SM) and all other positions not placed on Column A, C, or D.

Column C - Special education positions in classrooms designated as self-contained special class with little integration (CC). Special education positions in classrooms designated as self-contained special class (CS) are included in Column C but will include a 30¢ per hour premium.

Column D - The District may, in its sole discretion, determine that special licensure, certification and/or technical skills and training are required for a technology position. When such determination is made, said position will be placed on Column D.

Column E - The District may, in its sole discretion, determine that special licensure or certification is required for a position. When such determination is made, said position will be placed on Column E. Employees who serve as interpreters in hearing impaired classrooms will be placed on Column E, and given an extra \$1.00 per hour in salary.

Special education positions assigned to included students not placed in classes under Column B or C shall be placed on Column B unless the District, in its sole discretion, determines that the intensity of the student's needs justifies placement on Column C or the Column C premium.

ACTION PLAN - EVALUATION

UNSATISFACTORY EVALUATIONS:

A. REMEDIATION

When performance deficiencies are noted by the supervisor, the Association will be notified and a conference will be held with the employee. The deficiencies shall be discussed at that time. Within (10) work days after this conference, the supervisor and the employee will meet to determine the action plan for correcting the deficiencies. The employee shall be provided a minimum of fifteen (15) work days, unless an extension is mutually agreed upon by both parties to correct the deficiencies. At the end of this time, the supervisor and the employee shall meet to discuss progress. A summative evaluation shall be written by the supervisor. A copy shall be placed in the employee's personnel file.

B. INTENSIVE ASSISTANCE

If deficiencies still exist, the supervisor or employee may request that another District administrator evaluate the employee's performance. When such evaluation is requested, the administrator shall be designated by the Associate Superintendent of the appropriate level. Intensive assistance shall follow the same process as that used for remediation.

This provision shall not be construed as to preclude additional evaluation(s) by the initial evaluator.

CONFLICT RESOLUTION/MEDIATION:

When a serious conflict occurs between an associate and their supervising teacher, the associate may request mediation/intervention. A District facilitator, the Association Labor/Management Advocate, and the responsible Administrator shall attempt to mediate the conflict. If the conflict cannot be satisfactorily mediated, the associate may request an immediate transfer. Such request will be granted at the District's discretion. This request will not adversely affect the employee's immediate or future employment with the district.

EVALUATION FORM:

Greg Reed, Kathy Beck and Sunny Story shall work together to create and agree on a form to be used for Teacher Associate evaluations.

ACTION PLAN - TRANSFERS

1. Vacancy postings shall include the following information:
 - a. The date of the posting.
 - b. The final date on which applications will be accepted.
 - c. Minimum qualifications for the position.
 - d. Specific requirements of the position, i.e. transporting students, performing medical procedures, one-on-one assignment, etc.
 - e. Applicable building philosophy, programs and schedules.
 - f. Special student needs or demands to be considered.
2. Building principals will be encouraged to use shared decision-making teams, including both teachers and associates, when interviewing and making hiring and transfer decisions.
3. Building principals will be encouraged to include associates in building activities and decision-making bodies, i.e. staff meetings, social functions, child study teams, inservices, celebrations and recognition ceremonies.
4. An associate Meet and Confer team shall be established and meet regularly with administration regarding the improvement of labor/management relationships. The team shall include the Associate Superintendent - Human Resources and two administrators to be named by the District, the CROTA President and two associates to be named by the Association.
5. The District shall continue the practice of providing an inservice day for associates on the last regular teacher inservice day prior to the beginning of each school year. The associate Meet and Confer team shall recommend topics for inservice presentations.
6. Modify contract language on transfer as recommended/attached.

MEDICAL REIMBURSEMENT ACCOUNT

A medical reimbursement account is an account that you can defer pre-tax dollars into to use in paying medical expenses. This is a new benefit. Taxes are currently taking approximately 30 cents per dollar. When you pay your medical expenses with pre-tax dollars you gain 30 cents per dollar on each dollar you spend! You can defer salary dollars into a medical reimbursement account. This should help you save the money that you will need to pay your deductibles and co-payments. A medical reimbursement account is a USE IT OR LOSE IT account. You do not want to over estimate your medical expenses because funds not used from this account at the end of a year, revert to the District's general fund. The use it or lose it regulation on this fund is by Federal Statute, Section 125 – not something the District came up with to generate revenue. Each year you will tell the District how much money to defer from your salary into a medical reimbursement account. When you have out-of-pocket medical expenses, you will pay those up front and then submit the bill for reimbursement. There should be less than 30 days turn around time for the whole process. If you get near the end of the year and are anticipating having money left over in your account, you can buy new glasses, get expensive prescriptions refilled (up to a year in advance) or use up the balance of your medical reimbursement account for any of the other services listed below.

The following expenses are eligible for reimbursement under a Medical Reimbursement Account. Expenses that are turned in, need to be incurred within the plan year. Incurred meaning when the expense occurred and not when it was paid for.

Acupuncture
Ambulance
Birth Control Pills
Chiropractic care – (Message therapy is not covered.)
Contact Lenses
Deductible & co-payments
Dental Fees – exams, fillings, x-rays, braces, false teeth, etc
Eyeglasses
Guide dog
Hearing aids and batteries
Learning disability – tutoring by licensed school or therapist as recommended by a physician
Medical care in a retirement or nursing home – meals and lodging are covered only if stay is mainly for medical care
Optometrist fees
Orthodontic fees (Only if incurred within the plan year)
Prescription drugs (Not for weight loss or anything cosmetic in nature)
Psychologist Fees
Special schools – to relieve a handicapped condition
Sterilization
Therapy – received as medical care (Family or marriage counseling is not covered.)
Vision Care
Wheelchairs – included rental or purchase
Vaccinations and immunizations
X-ray fees

Eligible receipts require a date of service, description of the service and the dollar amount of the service.

SCHEDULE B
2005 - 2006 HIRING GUIDE

			2004-2005	2004-2005	Flat \$	1%		2005-2006	2005-2006	Hourly
Class	Level	Seniority	Hr. Rate	Annual	Increase	Increase	Adj.	Annual	Hourly	Increase
B	1	1	\$9.07	\$13,714	660	\$137		\$14,511	\$9.60	\$0.53
B	1	1	\$9.08	\$13,729	660	\$137		\$14,526	\$9.61	\$0.53
B	1	1	\$9.27	\$14,016	660	\$140		\$14,816	\$9.80	\$0.53
B	1	1	\$9.53	\$14,409	660	\$144		\$15,213	\$10.06	\$0.53

			2004-2005	2004-2005	Flat \$	1.1%		2005-2006	2005-2006	Hourly
Class	Level	Seniority	Hr. Rate	Annual	Increase	Increase	Adj.	Annual	Hourly	Increase
B	1	2	\$9.37	\$14,167	660	\$156		\$14,983	\$9.91	\$0.54
B	1	2	\$9.58	\$14,485	660	\$159		\$15,304	\$10.12	\$0.54
B	1	2	\$9.75	\$14,742	660	\$162		\$15,564	\$10.29	\$0.54
B	1	2	\$9.76	\$14,757	660	\$162		\$15,579	\$10.30	\$0.54
B	1	2	\$9.89	\$14,954	660	\$164		\$15,778	\$10.44	\$0.55

			2004-2005	2004-2005	Flat \$	1.2%		2005-2006	2005-2006	Hourly
Class	Level	Seniority	Hr. Rate	Annual	Increase	Increase	Adj.	Annual	Hourly	Increase
B	1	3	\$9.37	\$14,167	660	\$170		\$14,997	\$9.92	\$0.55
B	1	3	\$9.58	\$14,485	660	\$174		\$15,319	\$10.13	\$0.55
B	1	3	\$9.75	\$14,742	660	\$177		\$15,579	\$10.30	\$0.55
B	1	3	\$9.92	\$14,999	660	\$180		\$15,839	\$10.48	\$0.56

			2004-2005	2004-2005	Flat \$	1.3%		2005-2006	2005-2006	Hourly
Class	Level	Seniority	Hr. Rate	Annual	Increase	Increase	Adj.	Annual	Hourly	Increase
B	1	4	\$9.37	\$14,167	660	\$184		\$15,012	\$9.93	\$0.56
B	1	4	\$9.53	\$14,409	660	\$187		\$15,257	\$10.09	\$0.56
B	1	4	\$9.62	\$14,545	660	\$189		\$15,395	\$10.18	\$0.56
B	1	4	\$9.75	\$14,742	660	\$192		\$15,594	\$10.31	\$0.56
B	1	4	\$9.93	\$15,014	660	\$195		\$15,869	\$10.50	\$0.57

			2004-2005	2004-2005	Flat \$	1.4%		2005-2006	2005-2006	Hourly
Class	Level	Seniority	Hr. Rate	Annual	Increase	Increase	Adj.	Annual	Hourly	Increase
B	1	5	\$9.53	\$14,409	660	\$202		\$15,271	\$10.10	\$0.57
B	1	5	\$9.75	\$14,742	660	\$206		\$15,608	\$10.32	\$0.57
B	1	5	\$9.93	\$15,014	660	\$210		\$15,884	\$10.51	\$0.58

			2004-2005	2004-2005	Flat \$	1.5%		2005-2006	2005-2006	Hourly
Class	Level	Seniority	Hr. Rate	Annual	Increase	Increase	Adj.	Annual	Hourly	Increase
B	1	6	\$9.65	\$14,591	660	\$219		\$15,470	\$10.23	\$0.58
B	1	6	\$9.93	\$15,014	660	\$225		\$15,899	\$10.52	\$0.59
B	1	6	\$9.98	\$15,090	660	\$226		\$15,976	\$10.57	\$0.59
B	1	6	\$10.40	\$15,725	660	\$236		\$16,621	\$10.99	\$0.59
B	1	6	\$10.89	\$16,466	660	\$247		\$17,373	\$11.49	\$0.60

			2004-2005	2004-2005	Flat \$	1.6%		2005-2006	2005-2006	Hourly
Class	Level	Seniority	Hr. Rate	Annual	Increase	Increase	Adj.	Annual	Hourly	Increase
B	1	7	\$9.93	\$15,014	660	\$240		\$15,914	\$10.53	\$0.60
B	1	7	\$10.18	\$15,392	660	\$246		\$16,298	\$10.78	\$0.60
B	1	7	\$10.63	\$16,073	660	\$257		\$16,990	\$11.24	\$0.61
B	1	7	\$10.65	\$16,103	660	\$258		\$17,020	\$11.26	\$0.61

			2004-2005	2004-2005	Flat \$	1.7%			2005-2006	2005-2006	Hourly
Class	Level	Seniority	Hr. Rate	Annual	Increase	Increase	Adj.		Annual	Hourly	Increase
B	1	8	\$10.40	\$15,725	660	\$267			\$16,652	\$11.01	\$0.61
B	1	8	\$10.62	\$16,057	660	\$273			\$16,990	\$11.24	\$0.62
B	1	8	\$10.64	\$16,088	660	\$273			\$17,021	\$11.26	\$0.62

			2004-2005	2004-2005	Flat \$	1.9%			2005-2006	2005-2006	Hourly
Class	Level	Seniority	Hr. Rate	Annual	Increase	Increase	Adj.		Annual	Hourly	Increase
B	1	10	\$10.64	\$16,088	660	\$306			\$17,053	\$11.28	\$0.64

			2004-2005	2004-2005	Flat \$	2.0%			2005-2006	2005-2006	Hourly
Class	Level	Seniority	Hr. Rate	Annual	Increase	Increase	Adj.		Annual	Hourly	Increase
B	1	11	\$10.40	\$15,725	660	\$314			\$16,699	\$11.04	\$0.64
B	1	11	\$10.41	\$15,740	660	\$315			\$16,715	\$11.05	\$0.64

			2004-2005	2004-2005	Flat \$	2.1%			2005-2006	2005-2006	Hourly
Class	Level	Seniority	Hr. Rate	Annual	Increase	Increase	Adj.		Annual	Hourly	Increase
B	1	12	\$10.64	\$16,088	660	\$338			\$17,086	\$11.30	\$0.66

			2004-2005	2004-2005	Flat \$	2.2%			2005-2006	2005-2006	Hourly
Class	Level	Seniority	Hr. Rate	Annual	Increase	Increase	Adj.		Annual	Hourly	Increase
B	1	13	\$10.69	\$16,163	660	\$356			\$17,179	\$11.36	\$0.67

			2004-2005	2004-2005	Flat \$	2.5%			2005-2006	2005-2006	Hourly
Class	Level	Seniority	Hr. Rate	Annual	Increase	Increase	Adj.		Annual	Hourly	Increase
B	1	16	\$10.74	\$16,239	660	\$406			\$17,305	\$11.45	\$0.71

			2004-2005	2004-2005	Flat \$	1.4%			2005-2006	2005-2006	Hourly
Class	Level	Seniority	Hr. Rate	Annual	Increase	Increase	Adj.		Annual	Hourly	Increase
B	2	5	\$10.39	\$15,710	660	\$220	\$47		\$16,637	\$11.00	\$0.61

			2004-2005	2004-2005	Flat \$	1.5%			2005-2006	2005-2006	Hourly
Class	Level	Seniority	Hr. Rate	Annual	Increase	Increase	Adj.		Annual	Hourly	Increase
B	2	6	\$10.71	\$16,194	660	\$243			\$17,096	\$11.31	\$0.60

			2004-2005	2004-2005	Flat \$	2.6%			2005-2006	2005-2006	Hourly
Class	Level	Seniority	Hr. Rate	Annual	Increase	Increase	Adj.		Annual	Hourly	Increase
B	2	17	\$10.95	\$16,556	660	\$430	\$50		\$17,697	\$11.70	\$0.75
B	2	17	\$10.95	\$16,556	660	\$430			\$17,647	\$11.67	\$0.72

			2004-2005	2004-2005	Flat \$	1.9%			2005-2006	2005-2006	Hourly
Class	Level	Seniority	Hr. Rate	Annual	Increase	Increase	Adj.		Annual	Hourly	Increase
B	3	10	\$11.29	\$17,070	660	\$324	\$102		\$18,157	\$12.01	\$0.72

			2004-2005	2004-2005	Flat \$	0.9%			2005-2006	2005-2006	Hourly
Class	Level	Seniority	Hr. Rate	Annual	Increase	Increase	Adj.		Annual	Hourly	Increase
B	4	0	\$9.99	\$15,105	660	\$136			\$15,901	\$10.52	\$0.53
B	4	0	\$10.34	\$15,634	660	\$141			\$16,435	\$10.87	\$0.53

			2004-2005	2004-2005	Flat \$	1.0%			2005-2006	2005-2006	Hourly
Class	Level	Seniority	Hr. Rate	Annual	Increase	Increase	Adj.		Annual	Hourly	Increase
B	4	1	\$9.89	\$14,954	660	\$150			\$15,763	\$10.43	\$0.54
B	4	1	\$9.99	\$15,105	660	\$151			\$15,916	\$10.53	\$0.54
B	4	1	\$9.99	\$15,105	660	\$151	\$136		\$16,052	\$10.62	\$0.63
B	4	1	\$10.01	\$15,135	660	\$151			\$15,946	\$10.55	\$0.54
B	4	1	\$10.51	\$15,891	660	\$159			\$16,710	\$11.05	\$0.54

			2004-2005	2004-2005	Flat \$	1.1%			2005-2006	2005-2006	Hourly
Class	Level	Seniority	Hr. Rate	Annual	Increase	Increase	Adj.		Annual	Hourly	Increase
B	4	2	\$10.02	\$15,150	660	\$167			\$15,977	\$10.57	\$0.55

			2004-2005	2004-2005	Flat \$	1.2%			2005-2006	2005-2006	Hourly
Class	Level	Seniority	Hr. Rate	Annual	Increase	Increase	Adj.		Annual	Hourly	Increase
B	4	3	\$9.94	\$15,029	660	\$180	\$135		\$16,005	\$10.59	\$0.65

			2004-2005	2004-2005	Flat \$	1.5%			2005-2006	2005-2006	Hourly
Class	Level	Seniority	Hr. Rate	Annual	Increase	Increase	Adj.		Annual	Hourly	Increase
B	4	6	\$10.80	\$16,330	660	\$245	\$147		\$17,382	\$11.50	\$0.70

			2004-2005	2004-2005	Flat \$	1.9%			2005-2006	2005-2006	Hourly
Class	Level	Seniority	Hr. Rate	Annual	Increase	Increase	Adj.		Annual	Hourly	Increase
B	4	10	\$11.27	\$17,040	660	\$324	\$153		\$18,177	\$12.02	\$0.75
B	4	10	\$11.32	\$17,116	660	\$325	\$154		\$18,255	\$12.07	\$0.75

			2004-2005	2004-2005	Flat \$	2.0%			2005-2006	2005-2006	Hourly
Class	Level	Seniority	Hr. Rate	Annual	Increase	Increase	Adj.		Annual	Hourly	Increase
B	4	11	\$11.72	\$17,721	660	\$354			\$18,735	\$12.39	\$0.67

			2004-2005	2004-2005	Flat \$	2.1%			2005-2006	2005-2006	Hourly
Class	Level	Seniority	Hr. Rate	Annual	Increase	Increase	Adj.		Annual	Hourly	Increase
B	4	12	\$11.32	\$17,116	660	\$359	\$154		\$18,289	\$12.10	\$0.78

			2004-2005	2004-2005	Flat \$	2.2%			2005-2006	2005-2006	Hourly
Class	Level	Seniority	Hr. Rate	Annual	Increase	Increase	Adj.		Annual	Hourly	Increase
B	4	13	\$11.33	\$17,131	660	\$377	\$51		\$18,219	\$12.05	\$0.72
B	4	13	\$11.33	\$17,131	660	\$377			\$18,168	\$12.02	\$0.69

			2004-2005	2004-2005	Flat \$	0.9%			2005-2006	2005-2006	Hourly
Class	Level	Seniority	Hr. Rate	Annual	Increase	Increase	Adj.		Annual	Hourly	Increase
B	5	0	\$10.17	\$15,377	660	\$138			\$16,175	\$10.70	\$0.53
B	5	0	\$10.34	\$15,634	660	\$141			\$16,435	\$10.87	\$0.53

			2004-2005	2004-2005	Flat \$	1.0%			2005-2006	2005-2006	Hourly
Class	Level	Seniority	Hr. Rate	Annual	Increase	Increase	Adj.		Annual	Hourly	Increase
B	5	1	\$10.34	\$15,634	660	\$156			\$16,450	\$10.88	\$0.54

			2004-2005	2004-2005	Flat \$	1.1%			2005-2006	2005-2006	Hourly
Class	Level	Seniority	Hr. Rate	Annual	Increase	Increase	Adj.		Annual	Hourly	Increase
B	5	2	\$10.13	\$15,317	660	\$168			\$16,145	\$10.68	\$0.55

			2004-2005	2004-2005	Flat \$	1.3%			2005-2006	2005-2006	Hourly
Class	Level	Seniority	Hr. Rate	Annual	Increase	Increase	Adj.		Annual	Hourly	Increase
B	5	4	\$10.56	\$15,967	660	\$208	\$96		\$16,930	\$11.20	\$0.64

			2004-2005	2004-2005	Flat \$	2.3%			2005-2006	2005-2006	Hourly
Class	Level	Seniority	Hr. Rate	Annual	Increase	Increase	Adj.		Annual	Hourly	Increase
B	5	14	\$11.54	\$17,448	660	\$401	\$209		\$18,719	\$12.38	\$0.84

			2004-2005	2004-2005	Flat \$	1.0%			2005-2006	2005-2006	Hourly
Class	Level	Seniority	Hr. Rate	Annual	Increase	Increase	Adj.		Annual	Hourly	Increase
B	6	1	\$10.72	\$16,209	660	\$162			\$17,031	\$11.26	\$0.54

			2004-2005	2004-2005	Flat \$	1.2%			2005-2006	2005-2006	Hourly
Class	Level	Seniority	Hr. Rate	Annual	Increase	Increase	Adj.		Annual	Hourly	Increase
B	6	3	\$11.29	\$17,070	660	\$205			\$17,935	\$11.86	\$0.57

			2004-2005	2004-2005	Flat \$	1.3%			2005-2006	2005-2006	Hourly
Class	Level	Seniority	Hr. Rate	Annual	Increase	Increase	Adj.		Annual	Hourly	Increase
B	6	4	\$11.09	\$16,768	660	\$218			\$17,646	\$11.67	\$0.58

			2004-2005	2004-2005	Flat \$	1.4%			2005-2006	2005-2006	Hourly
Class	Level	Seniority	Hr. Rate	Annual	Increase	Increase	Adj.		Annual	Hourly	Increase
B	6	5	\$10.95	\$16,556	660	\$232	\$248		\$17,697	\$11.70	\$0.75
B	6	5	\$10.95	\$16,556	660	\$232	\$149		\$17,597	\$11.64	\$0.69
B	6	5	\$11.79	\$17,826	660	\$250			\$18,736	\$12.39	\$0.60

			2004-2005	2004-2005	Flat \$	1.5%			2005-2006	2005-2006	Hourly
Class	Level	Seniority	Hr. Rate	Annual	Increase	Increase	Adj.		Annual	Hourly	Increase
B	6	6	\$11.32	\$17,116	660	\$257	\$103		\$18,135	\$11.99	\$0.67
B	6	6	\$11.33	\$17,131	660	\$257	\$51		\$18,099	\$11.97	\$0.64

			2004-2005	2004-2005	Flat \$	1.6%			2005-2006	2005-2006	Hourly
Class	Level	Seniority	Hr. Rate	Annual	Increase	Increase	Adj.		Annual	Hourly	Increase
B	6	7	\$11.42	\$17,267	660	\$276	\$104		\$18,307	\$12.11	\$0.69

			2004-2005	2004-2005	Flat \$	1.8%			2005-2006	2005-2006	Hourly
Class	Level	Seniority	Hr. Rate	Annual	Increase	Increase	Adj.		Annual	Hourly	Increase
B	6	9	\$12.43	\$18,794	660	\$338	\$56		\$19,849	\$13.13	\$0.70

			2004-2005	2004-2005	Flat \$	2.0%			2005-2006	2005-2006	Hourly
Class	Level	Seniority	Hr. Rate	Annual	Increase	Increase	Adj.		Annual	Hourly	Increase
B	6	11	\$11.86	\$17,932	660	\$359	\$108		\$19,059	\$12.60	\$0.74
B	6	11	\$12.70	\$19,202	660	\$384			\$20,246	\$13.39	\$0.69

			2004-2005	2004-2005	Flat \$	2.2%			2005-2006	2005-2006	Hourly
Class	Level	Seniority	Hr. Rate	Annual	Increase	Increase	Adj.		Annual	Hourly	Increase
B	6	13	\$11.84	\$17,902	660	\$394			\$18,956	\$12.54	\$0.70

			2004-2005	2004-2005	Flat \$	1.0%			2005-2006	2005-2006	Hourly
Class	Level	Seniority	Hr. Rate	Annual	Increase	Increase	Adj.		Annual	Hourly	Increase
B	7	1	\$10.78	\$16,299	660	\$163			\$17,122	\$11.32	\$0.54

			2004-2005	2004-2005	Flat \$	1.2%			2005-2006	2005-2006	Hourly
Class	Level	Seniority	Hr. Rate	Annual	Increase	Increase	Adj.		Annual	Hourly	Increase
B	7	3	\$11.04	\$16,692	660	\$200			\$17,553	\$11.61	\$0.57

			2004-2005	2004-2005	Flat \$	1.3%			2005-2006	2005-2006	Hourly
Class	Level	Seniority	Hr. Rate	Annual	Increase	Increase	Adj.		Annual	Hourly	Increase
B	7	4	\$11.09	\$16,768	660	\$218			\$17,646	\$11.67	\$0.58

			2004-2005	2004-2005	Flat \$	1.6%			2005-2006	2005-2006	Hourly
Class	Level	Seniority	Hr. Rate	Annual	Increase	Increase	Adj.		Annual	Hourly	Increase
B	7	7	\$12.11	\$18,310	660	\$293			\$19,263	\$12.74	\$0.63

			2004-2005	2004-2005	Flat \$	2.6%			2005-2006	2005-2006	Hourly
Class	Level	Seniority	Hr. Rate	Annual	Increase	Increase	Adj.		Annual	Hourly	Increase
B	7	17	\$13.06	\$19,747	660	\$513	\$118		\$21,039	\$13.91	\$0.85

Class	Level	Seniority	2004-2005 Hr. Rate	2004-2005 Annual	Flat \$ Increase	0.9% Increase	Adj.	2005-2006 Annual	2005-2006 Hourly	Hourly Increase
B	8	0	\$11.46	\$17,328	660	\$156		\$18,143	\$12.00	\$0.54

Class	Level	Seniority	2004-2005 Hr. Rate	2004-2005 Annual	Flat \$ Increase	1.0% Increase	Adj.	2005-2006 Annual	2005-2006 Hourly	Hourly Increase
B	8	1	\$11.04	\$16,692	660	\$167		\$17,519	\$11.59	\$0.55
B	8	1	\$11.10	\$16,783	660	\$168		\$17,611	\$11.65	\$0.55

Class	Level	Seniority	2004-2005 Hr. Rate	2004-2005 Annual	Flat \$ Increase	1.1% Increase	Adj.	2005-2006 Annual	2005-2006 Hourly	Hourly Increase
B	8	2	\$10.74	\$16,239	660	\$179		\$17,078	\$11.29	\$0.55
B	8	2	\$10.74	\$16,239	660	\$179	\$341	\$17,419	\$11.52	\$0.78
B	8	2	\$11.04	\$16,692	660	\$184		\$17,536	\$11.60	\$0.56
B	8	2	\$11.10	\$16,783	660	\$185		\$17,628	\$11.66	\$0.56

Class	Level	Seniority	2004-2005 Hr. Rate	2004-2005 Annual	Flat \$ Increase	1.2% Increase	Adj.	2005-2006 Annual	2005-2006 Hourly	Hourly Increase
B	8	3	\$10.72	\$16,209	660	\$195	\$292	\$17,355	\$11.48	\$0.76
B	8	3	\$11.03	\$16,677	660	\$200	\$350	\$17,888	\$11.83	\$0.80

Class	Level	Seniority	2004-2005 Hr. Rate	2004-2005 Annual	Flat \$ Increase	1.3% Increase	Adj.	2005-2006 Annual	2005-2006 Hourly	Hourly Increase
B	8	4	\$11.37	\$17,191	660	\$223		\$18,075	\$11.95	\$0.58
B	8	4	\$11.37	\$17,191	660	\$223	\$361	\$18,436	\$12.19	\$0.82

Class	Level	Seniority	2004-2005 Hr. Rate	2004-2005 Annual	Flat \$ Increase	1.5% Increase	Adj.	2005-2006 Annual	2005-2006 Hourly	Hourly Increase
B	8	6	\$11.94	\$18,053	660	\$271	\$379	\$19,363	\$12.81	\$0.87

Class	Level	Seniority	2004-2005 Hr. Rate	2004-2005 Annual	Flat \$ Increase	1.7% Increase	Adj.	2005-2006 Annual	2005-2006 Hourly	Hourly Increase
B	8	8	\$11.94	\$18,053	660	\$307	\$379	\$19,399	\$12.83	\$0.89
B	8	8	\$11.94	\$18,053	660	\$307	\$433	\$19,453	\$12.87	\$0.93

Class	Level	Seniority	2004-2005 Hr. Rate	2004-2005 Annual	Flat \$ Increase	1.8% Increase	Adj.	2005-2006 Annual	2005-2006 Hourly	Hourly Increase
B	8	9	\$11.94	\$18,053	660	\$325		\$19,038	\$12.59	\$0.65
B	8	9	\$12.09	\$18,280	660	\$329		\$19,269	\$12.74	\$0.65
B	8	9	\$12.09	\$18,280	660	\$329	\$384	\$19,653	\$13.00	\$0.91

Class	Level	Seniority	2004-2005 Hr. Rate	2004-2005 Annual	Flat \$ Increase	2.2% Increase	Adj.	2005-2006 Annual	2005-2006 Hourly	Hourly Increase
B	8	13	\$12.18	\$18,416	660	\$405	\$387	\$19,868	\$13.14	\$0.96

Class	Level	Seniority	2004-2005 Hr. Rate	2004-2005 Annual	Flat \$ Increase	2.8% Increase	Adj.	2005-2006 Annual	2005-2006 Hourly	Hourly Increase
B	8	19	\$12.31	\$18,613	660	\$521	\$391	\$20,185	\$13.35	\$1.04

Class	Level	Seniority	2004-2005 Hr. Rate	2004-2005 Annual	Flat \$ Increase	0.9% Increase	Adj.	2005-2006 Annual	2005-2006 Hourly	Hourly Increase
C	1	0	\$9.91	\$14,984	660	\$135		\$15,779	\$10.44	\$0.53
C	1	0	\$10.19	\$15,407	660	\$139		\$16,206	\$10.72	\$0.53
C	1	0	\$10.21	\$15,438	660	\$139		\$16,236	\$10.74	\$0.53
C	1	0	\$10.57	\$15,982	660	\$144		\$16,786	\$11.10	\$0.53

			2004-2005	2004-2005	Flat \$	1.0%		2005-2006	2005-2006	Hourly
Class	Level	Seniority	Hr. Rate	Annual	Increase	Increase	Adj.	Annual	Hourly	Increase
C	1	1	\$9.95	\$15,044	660	\$150		\$15,855	\$10.49	\$0.54
C	1	1	\$10.21	\$15,438	660	\$154		\$16,252	\$10.75	\$0.54
C	1	1	\$10.25	\$15,498	660	\$155		\$16,313	\$10.79	\$0.54
C	1	1	\$10.49	\$15,861	660	\$159		\$16,679	\$11.03	\$0.54

			2004-2005	2004-2005	Flat \$	1.1%		2005-2006	2005-2006	Hourly
Class	Level	Seniority	Hr. Rate	Annual	Increase	Increase	Adj.	Annual	Hourly	Increase
C	1	2	\$10.06	\$15,211	660	\$167		\$16,038	\$10.61	\$0.55
C	1	2	\$10.25	\$15,498	660	\$170		\$16,328	\$10.80	\$0.55
C	1	2	\$10.26	\$15,513	660	\$171		\$16,344	\$10.81	\$0.55
C	1	2	\$10.27	\$15,528	660	\$171		\$16,359	\$10.82	\$0.55
C	1	2	\$10.50	\$15,876	660	\$175		\$16,711	\$11.05	\$0.55
C	1	2	\$10.57	\$15,982	660	\$176		\$16,818	\$11.12	\$0.55
C	1	2	\$10.64	\$16,088	660	\$177		\$16,925	\$11.19	\$0.55

			2004-2005	2004-2005	Flat \$	1.2%		2005-2006	2005-2006	Hourly
Class	Level	Seniority	Hr. Rate	Annual	Increase	Increase	Adj.	Annual	Hourly	Increase
C	1	3	\$9.95	\$15,044	660	\$181		\$15,885	\$10.51	\$0.56
C	1	3	\$10.19	\$15,407	660	\$185		\$16,252	\$10.75	\$0.56
C	1	3	\$10.26	\$15,513	660	\$186		\$16,359	\$10.82	\$0.56
C	1	3	\$10.28	\$15,543	660	\$187		\$16,390	\$10.84	\$0.56
C	1	3	\$10.43	\$15,770	660	\$189		\$16,619	\$10.99	\$0.56
C	1	3	\$10.50	\$15,876	660	\$191		\$16,727	\$11.06	\$0.56
C	1	3	\$10.57	\$15,982	660	\$192		\$16,834	\$11.13	\$0.56
C	1	3	\$10.64	\$16,088	660	\$193		\$16,941	\$11.20	\$0.56
C	1	3	\$10.68	\$16,148	660	\$194		\$17,002	\$11.24	\$0.56

			2004-2005	2004-2005	Flat \$	1.3%		2005-2006	2005-2006	Hourly
Class	Level	Seniority	Hr. Rate	Annual	Increase	Increase	Adj.	Annual	Hourly	Increase
C	1	4	\$10.26	\$15,513	660	\$202		\$16,375	\$10.83	\$0.57
C	1	4	\$10.30	\$15,574	660	\$202		\$16,436	\$10.87	\$0.57
C	1	4	\$10.44	\$15,785	660	\$205		\$16,650	\$11.01	\$0.57
C	1	4	\$10.48	\$15,846	660	\$206		\$16,712	\$11.05	\$0.57
C	1	4	\$10.57	\$15,982	660	\$208		\$16,850	\$11.14	\$0.57
C	1	4	\$10.64	\$16,088	660	\$209		\$16,957	\$11.21	\$0.57
C	1	4	\$10.78	\$16,299	660	\$212		\$17,171	\$11.36	\$0.58
C	1	4	\$10.79	\$16,314	660	\$212		\$17,187	\$11.37	\$0.58
C	1	4	\$10.98	\$16,602	660	\$216		\$17,478	\$11.56	\$0.58

			2004-2005	2004-2005	Flat \$	1.4%		2005-2006	2005-2006	Hourly
Class	Level	Seniority	Hr. Rate	Annual	Increase	Increase	Adj.	Annual	Hourly	Increase
C	1	5	\$10.41	\$15,740	660	\$220		\$16,620	\$10.99	\$0.58
C	1	5	\$10.64	\$16,088	660	\$225		\$16,973	\$11.23	\$0.59
C	1	5	\$10.79	\$16,314	660	\$228		\$17,203	\$11.38	\$0.59
C	1	5	\$10.89	\$16,466	660	\$231		\$17,356	\$11.48	\$0.59
C	1	5	\$11.15	\$16,859	660	\$236		\$17,755	\$11.74	\$0.59
C	1	5	\$11.19	\$16,919	660	\$237		\$17,816	\$11.78	\$0.59
C	1	5	\$11.41	\$17,252	660	\$242		\$18,153	\$12.01	\$0.60

			2004-2005	2004-2005	Flat \$	1.5%			2005-2006	2005-2006	Hourly
Class	Level	Seniority	Hr. Rate	Annual	Increase	Increase	Adj.		Annual	Hourly	Increase
C	1	6	\$10.53	\$15,921	660	\$239			\$16,820	\$11.12	\$0.59
C	1	6	\$10.74	\$16,239	660	\$244			\$17,142	\$11.34	\$0.60
C	1	6	\$10.79	\$16,314	660	\$245			\$17,219	\$11.39	\$0.60
C	1	6	\$11.09	\$16,768	660	\$252			\$17,680	\$11.69	\$0.60
C	1	6	\$11.41	\$17,252	660	\$259			\$18,171	\$12.02	\$0.61
C	1	6	\$11.54	\$17,448	660	\$262			\$18,370	\$12.15	\$0.61

			2004-2005	2004-2005	Flat \$	1.6%			2005-2006	2005-2006	Hourly
Class	Level	Seniority	Hr. Rate	Annual	Increase	Increase	Adj.		Annual	Hourly	Increase
C	1	7	\$11.19	\$16,919	660	\$271			\$17,850	\$11.81	\$0.62

			2004-2005	2004-2005	Flat \$	1.7%			2005-2006	2005-2006	Hourly
Class	Level	Seniority	Hr. Rate	Annual	Increase	Increase	Adj.		Annual	Hourly	Increase
C	1	8	\$11.19	\$16,919	660	\$288			\$17,867	\$11.82	\$0.63
C	1	8	\$11.31	\$17,101	660	\$291			\$18,051	\$11.94	\$0.63
C	1	8	\$11.33	\$17,131	660	\$291			\$18,082	\$11.96	\$0.63
C	1	8	\$11.65	\$17,615	660	\$299			\$18,574	\$12.28	\$0.63

			2004-2005	2004-2005	Flat \$	1.8%			2005-2006	2005-2006	Hourly
Class	Level	Seniority	Hr. Rate	Annual	Increase	Increase	Adj.		Annual	Hourly	Increase
C	1	9	\$11.65	\$17,615	660	\$317			\$18,592	\$12.30	\$0.65

			2004-2005	2004-2005	Flat \$	1.9%			2005-2006	2005-2006	Hourly
Class	Level	Seniority	Hr. Rate	Annual	Increase	Increase	Adj.		Annual	Hourly	Increase
C	1	10	\$11.62	\$17,569	660	\$334			\$18,563	\$12.28	\$0.66
C	1	10	\$11.65	\$17,615	660	\$335			\$18,609	\$12.31	\$0.66
C	1	10	\$11.87	\$17,947	660	\$341			\$18,948	\$12.53	\$0.66

			2004-2005	2004-2005	Flat \$	2.1%			2005-2006	2005-2006	Hourly
Class	Level	Seniority	Hr. Rate	Annual	Increase	Increase	Adj.		Annual	Hourly	Increase
C	1	12	\$11.55	\$17,464	660	\$367			\$18,490	\$12.23	\$0.68
C	1	12	\$11.87	\$17,947	660	\$377			\$18,984	\$12.56	\$0.69

			2004-2005	2004-2005	Flat \$	2.3%			2005-2006	2005-2006	Hourly
Class	Level	Seniority	Hr. Rate	Annual	Increase	Increase	Adj.		Annual	Hourly	Increase
C	1	14	\$11.87	\$17,947	660	\$413			\$19,020	\$12.58	\$0.71

			2004-2005	2004-2005	Flat \$	3.0%			2005-2006	2005-2006	Hourly
Class	Level	Seniority	Hr. Rate	Annual	Increase	Increase	Adj.		Annual	Hourly	Increase
C	1	21	\$11.97	\$18,099	660	\$543			\$19,302	\$12.77	\$0.80

			2004-2005	2004-2005	Flat \$	1.0%			2005-2006	2005-2006	Hourly
Class	Level	Seniority	Hr. Rate	Annual	Increase	Increase	Adj.		Annual	Hourly	Increase
C	2	1	\$10.35	\$15,649	660	\$156			\$16,466	\$10.89	\$0.54
C	2	1	\$10.80	\$16,330	660	\$163			\$17,153	\$11.34	\$0.54

			2004-2005	2004-2005	Flat \$	1.1%			2005-2006	2005-2006	Hourly
Class	Level	Seniority	Hr. Rate	Annual	Increase	Increase	Adj.		Annual	Hourly	Increase
C	2	2	\$10.26	\$15,513	660	\$171			\$16,344	\$10.81	\$0.55
C	2	2	\$10.53	\$15,921	660	\$175			\$16,756	\$11.08	\$0.55

			2004-2005	2004-2005	Flat \$	1.3%			2005-2006	2005-2006	Hourly
Class	Level	Seniority	Hr. Rate	Annual	Increase	Increase	Adj.		Annual	Hourly	Increase
C	2	4	\$10.68	\$16,148	660	\$210			\$17,018	\$11.26	\$0.58

Class	Level	Seniority	2004-2005 Hr. Rate	2004-2005 Annual	Flat \$ Increase	1.4% Increase	Adj.	2005-2006 Annual	2005-2006 Hourly	Hourly Increase
C	2	5	\$11.05	\$16,708	660	\$234		\$17,602	\$11.64	\$0.59
Class	Level	Seniority	2004-2005 Hr. Rate	2004-2005 Annual	Flat \$ Increase	1.5% Increase	Adj.	2005-2006 Annual	2005-2006 Hourly	Hourly Increase
C	2	6	\$11.20	\$16,934	660	\$254	\$51	\$17,899	\$11.84	\$0.64
Class	Level	Seniority	2004-2005 Hr. Rate	2004-2005 Annual	Flat \$ Increase	1.6% Increase	Adj.	2005-2006 Annual	2005-2006 Hourly	Hourly Increase
C	2	7	\$11.41	\$17,252	660	\$276	\$52	\$18,240	\$12.06	\$0.65
C	2	7	\$11.83	\$17,887	660	\$286		\$18,833	\$12.46	\$0.63
Class	Level	Seniority	2004-2005 Hr. Rate	2004-2005 Annual	Flat \$ Increase	2.0% Increase	Adj.	2005-2006 Annual	2005-2006 Hourly	Hourly Increase
C	2	11	\$12.21	\$18,462	660	\$369		\$19,491	\$12.89	\$0.68
Class	Level	Seniority	2004-2005 Hr. Rate	2004-2005 Annual	Flat \$ Increase	2.7% Increase	Adj.	2005-2006 Annual	2005-2006 Hourly	Hourly Increase
C	2	18	\$12.33	\$18,643	660	\$503		\$19,806	\$13.10	\$0.77
Class	Level	Seniority	2004-2005 Hr. Rate	2004-2005 Annual	Flat \$ Increase	1.0% Increase	Adj.	2005-2006 Annual	2005-2006 Hourly	Hourly Increase
C	3	1	\$11.18	\$16,904	660	\$169		\$17,733	\$11.73	\$0.55
Class	Level	Seniority	2004-2005 Hr. Rate	2004-2005 Annual	Flat \$ Increase	1.1% Increase	Adj.	2005-2006 Annual	2005-2006 Hourly	Hourly Increase
C	3	2	\$10.96	\$16,572	660	\$182		\$17,414	\$11.52	\$0.56
Class	Level	Seniority	2004-2005 Hr. Rate	2004-2005 Annual	Flat \$ Increase	0.9% Increase	Adj.	2005-2006 Annual	2005-2006 Hourly	Hourly Increase
C	4	0	\$10.99	\$16,617	660	\$150		\$17,426	\$11.53	\$0.54
C	4	0	\$11.19	\$16,919	660	\$152		\$17,732	\$11.73	\$0.54
C	4	0	\$11.32	\$17,116	660	\$154		\$17,930	\$11.86	\$0.54
Class	Level	Seniority	2004-2005 Hr. Rate	2004-2005 Annual	Flat \$ Increase	1.0% Increase	Adj.	2005-2006 Annual	2005-2006 Hourly	Hourly Increase
C	4	1	\$10.63	\$16,073	660	\$161		\$16,893	\$11.17	\$0.54
C	4	1	\$10.85	\$16,405	660	\$164		\$17,229	\$11.40	\$0.55
C	4	1	\$10.96	\$16,572	660	\$166		\$17,397	\$11.51	\$0.55
C	4	1	\$10.97	\$16,587	660	\$166		\$17,413	\$11.52	\$0.55
C	4	1	\$10.99	\$16,617	660	\$166		\$17,443	\$11.54	\$0.55
C	4	1	\$11.19	\$16,919	660	\$169		\$17,748	\$11.74	\$0.55
C	4	1	\$11.32	\$17,116	660	\$171		\$17,947	\$11.87	\$0.55
C	4	1	\$11.48	\$17,358	660	\$174		\$18,191	\$12.03	\$0.55
Class	Level	Seniority	2004-2005 Hr. Rate	2004-2005 Annual	Flat \$ Increase	1.1% Increase	Adj.	2005-2006 Annual	2005-2006 Hourly	Hourly Increase
C	4	2	\$10.66	\$16,118	660	\$177		\$16,955	\$11.21	\$0.55
C	4	2	\$10.96	\$16,572	660	\$182		\$17,414	\$11.52	\$0.56
C	4	2	\$11.19	\$16,919	660	\$186		\$17,765	\$11.75	\$0.56
C	4	2	\$11.30	\$17,086	660	\$188		\$17,934	\$11.86	\$0.56

			2004-2005	2004-2005	Flat \$	1.2%		2005-2006	2005-2006	Hourly
Class	Level	Seniority	Hr. Rate	Annual	Increase	Increase	Adj.	Annual	Hourly	Increase
C	4	3	\$10.88	\$16,451	660	\$197		\$17,308	\$11.45	\$0.57
C	4	3	\$11.00	\$16,632	660	\$200	\$150	\$17,641	\$11.67	\$0.67
C	4	3	\$11.16	\$16,874	660	\$202		\$17,736	\$11.73	\$0.57
C	4	3	\$11.21	\$16,950	660	\$203		\$17,813	\$11.78	\$0.57
C	4	3	\$11.22	\$16,965	660	\$204		\$17,828	\$11.79	\$0.57
C	4	3	\$11.22	\$16,965	660	\$204	\$153	\$17,981	\$11.89	\$0.67

			2004-2005	2004-2005	Flat \$	1.3%		2005-2006	2005-2006	Hourly
Class	Level	Seniority	Hr. Rate	Annual	Increase	Increase	Adj.	Annual	Hourly	Increase
C	4	4	\$11.00	\$16,632	660	\$216	\$150	\$17,658	\$11.68	\$0.68

			2004-2005	2004-2005	Flat \$	1.4%		2005-2006	2005-2006	Hourly
Class	Level	Seniority	Hr. Rate	Annual	Increase	Increase	Adj.	Annual	Hourly	Increase
C	4	5	\$11.27	\$17,040	660	\$239	\$153	\$18,092	\$11.97	\$0.70

			2004-2005	2004-2005	Flat \$	1.6%		2005-2006	2005-2006	Hourly
Class	Level	Seniority	Hr. Rate	Annual	Increase	Increase	Adj.	Annual	Hourly	Increase
C	4	7	\$12.12	\$18,325	660	\$293		\$19,279	\$12.75	\$0.63

			2004-2005	2004-2005	Flat \$	1.7%		2005-2006	2005-2006	Hourly
Class	Level	Seniority	Hr. Rate	Annual	Increase	Increase	Adj.	Annual	Hourly	Increase
C	4	8	\$11.86	\$17,932	660	\$305	\$161	\$19,059	\$12.60	\$0.74

			2004-2005	2004-2005	Flat \$	1.0%		2005-2006	2005-2006	Hourly
Class	Level	Seniority	Hr. Rate	Annual	Increase	Increase	Adj.	Annual	Hourly	Increase
C	5	1	\$11.17	\$16,889	660	\$169		\$17,718	\$11.72	\$0.55
C	5	1	\$11.24	\$16,995	660	\$170		\$17,825	\$11.79	\$0.55
C	5	1	\$11.71	\$17,706	660	\$177	\$212	\$18,755	\$12.40	\$0.69

			2004-2005	2004-2005	Flat \$	1.1%		2005-2006	2005-2006	Hourly
Class	Level	Seniority	Hr. Rate	Annual	Increase	Increase	Adj.	Annual	Hourly	Increase
C	5	2	\$10.95	\$16,556	660	\$182		\$17,399	\$11.51	\$0.56
C	5	2	\$11.57	\$17,494	660	\$192		\$18,346	\$12.13	\$0.56
C	5	2	\$11.58	\$17,509	660	\$193		\$18,362	\$12.14	\$0.56

			2004-2005	2004-2005	Flat \$	1.2%		2005-2006	2005-2006	Hourly
Class	Level	Seniority	Hr. Rate	Annual	Increase	Increase	Adj.	Annual	Hourly	Increase
C	5	3	\$11.43	\$17,282	660	\$207	\$207	\$18,357	\$12.14	\$0.71

			2004-2005	2004-2005	Flat \$	1.3%		2005-2006	2005-2006	Hourly
Class	Level	Seniority	Hr. Rate	Annual	Increase	Increase	Adj.	Annual	Hourly	Increase
C	5	4	\$11.66	\$17,630	660	\$229		\$18,519	\$12.25	\$0.59
C	5	4	\$11.66	\$17,630	660	\$229	\$212	\$18,731	\$12.39	\$0.73

			2004-2005	2004-2005	Flat \$	1.4%		2005-2006	2005-2006	Hourly
Class	Level	Seniority	Hr. Rate	Annual	Increase	Increase	Adj.	Annual	Hourly	Increase
C	5	5	\$11.87	\$17,947	660	\$251	\$215	\$19,074	\$12.62	\$0.75

			2004-2005	2004-2005	Flat \$	2.7%		2005-2006	2005-2006	Hourly
Class	Level	Seniority	Hr. Rate	Annual	Increase	Increase	Adj.	Annual	Hourly	Increase
C	5	18	\$12.95	\$19,580	660	\$529	\$235	\$21,004	\$13.89	\$0.94

			2004-2005	2004-2005	Flat \$	2.9%		2005-2006	2005-2006	Hourly
Class	Level	Seniority	Hr. Rate	Annual	Increase	Increase	Adj.	Annual	Hourly	Increase
C	5	20	\$12.95	\$19,580	660	\$568	\$235	\$21,043	\$13.92	\$0.97

			2004-2005	2004-2005	Flat \$	1.0%		2005-2006	2005-2006	Hourly
Class	Level	Seniority	Hr. Rate	Annual	Increase	Increase	Adj.	Annual	Hourly	Increase
C	6	1	\$11.77	\$17,796	660	\$178		\$18,634	\$12.32	\$0.55
C	6	1	\$11.83	\$17,887	660	\$179		\$18,726	\$12.38	\$0.55
C	6	1	\$12.13	\$18,341	660	\$183		\$19,184	\$12.69	\$0.56

			2004-2005	2004-2005	Flat \$	1.1%		2005-2006	2005-2006	Hourly
Class	Level	Seniority	Hr. Rate	Annual	Increase	Increase	Adj.	Annual	Hourly	Increase
C	6	2	\$11.88	\$17,963	660	\$198		\$18,820	\$12.45	\$0.57
C	6	2	\$11.99	\$18,129	660	\$199		\$18,988	\$12.56	\$0.57
C	6	2	\$12.13	\$18,341	660	\$202		\$19,202	\$12.70	\$0.57
C	6	2	\$12.14	\$18,356	660	\$202		\$19,218	\$12.71	\$0.57
C	6	2	\$12.17	\$18,401	660	\$202		\$19,263	\$12.74	\$0.57
C	6	2	\$12.32	\$18,628	660	\$205		\$19,493	\$12.89	\$0.57
C	6	2	\$12.39	\$18,734	660	\$206		\$19,600	\$12.96	\$0.57
C	6	2	\$12.47	\$18,855	660	\$207		\$19,722	\$13.04	\$0.57
C	6	2	\$12.55	\$18,976	660	\$209		\$19,844	\$13.12	\$0.57

			2004-2005	2004-2005	Flat \$	1.2%		2005-2006	2005-2006	Hourly
Class	Level	Seniority	Hr. Rate	Annual	Increase	Increase	Adj.	Annual	Hourly	Increase
C	6	3	\$12.01	\$18,159	660	\$218		\$19,037	\$12.59	\$0.58
C	6	3	\$12.14	\$18,356	660	\$220		\$19,236	\$12.72	\$0.58
C	6	3	\$12.16	\$18,386	660	\$221		\$19,267	\$12.74	\$0.58
C	6	3	\$12.21	\$18,462	660	\$222		\$19,343	\$12.79	\$0.58
C	6	3	\$12.22	\$18,477	660	\$222		\$19,358	\$12.80	\$0.58
C	6	3	\$12.55	\$18,976	660	\$228		\$19,863	\$13.14	\$0.59

			2004-2005	2004-2005	Flat \$	1.3%		2005-2006	2005-2006	Hourly
Class	Level	Seniority	Hr. Rate	Annual	Increase	Increase	Adj.	Annual	Hourly	Increase
C	6	4	\$11.71	\$17,706	660	\$230	\$266	\$18,861	\$12.47	\$0.76
C	6	4	\$11.89	\$17,978	660	\$234	\$162	\$19,033	\$12.59	\$0.70
C	6	4	\$11.91	\$18,008	660	\$234		\$18,902	\$12.50	\$0.59
C	6	4	\$12.00	\$18,144	660	\$236	\$163	\$19,203	\$12.70	\$0.70
C	6	4	\$12.01	\$18,159	660	\$236		\$19,055	\$12.60	\$0.59
C	6	4	\$12.11	\$18,310	660	\$238		\$19,208	\$12.70	\$0.59
C	6	4	\$12.27	\$18,552	660	\$241		\$19,453	\$12.87	\$0.60
C	6	4	\$12.64	\$19,112	660	\$248		\$20,020	\$13.24	\$0.60
C	6	4	\$12.82	\$19,384	660	\$252		\$20,296	\$13.42	\$0.60
C	6	4	\$12.97	\$19,611	660	\$255		\$20,526	\$13.58	\$0.61

			2004-2005	2004-2005	Flat \$	1.4%		2005-2006	2005-2006	Hourly
Class	Level	Seniority	Hr. Rate	Annual	Increase	Increase	Adj.	Annual	Hourly	Increase
C	6	5	\$11.52	\$17,418	660	\$244	\$261	\$18,583	\$12.29	\$0.77
C	6	5	\$11.80	\$17,842	660	\$250		\$18,751	\$12.40	\$0.60
C	6	5	\$12.13	\$18,341	660	\$257	\$55	\$19,312	\$12.77	\$0.64
C	6	5	\$12.19	\$18,431	660	\$258		\$19,349	\$12.80	\$0.61
C	6	5	\$12.21	\$18,462	660	\$258		\$19,380	\$12.82	\$0.61
C	6	5	\$12.29	\$18,582	660	\$260		\$19,503	\$12.90	\$0.61
C	6	5	\$12.82	\$19,384	660	\$271		\$20,315	\$13.44	\$0.62
C	6	5	\$12.88	\$19,475	660	\$273		\$20,407	\$13.50	\$0.62

			2004-2005	2004-2005	Flat \$	1.5%		2005-2006	2005-2006	Hourly
Class	Level	Seniority	Hr. Rate	Annual	Increase	Increase	Adj.	Annual	Hourly	Increase
C	6	6	\$12.24	\$18,507	660	\$278	\$167	\$19,611	\$12.97	\$0.73
C	6	6	\$12.35	\$18,673	660	\$280		\$19,613	\$12.97	\$0.62
C	6	6	\$12.47	\$18,855	660	\$283		\$19,797	\$13.09	\$0.62
C	6	6	\$13.29	\$20,094	660	\$301		\$21,056	\$13.93	\$0.64
C	6	6	\$13.68	\$20,684	660	\$310		\$21,654	\$14.32	\$0.64

			2004-2005	2004-2005	Flat \$	1.6%		2005-2006	2005-2006	Hourly
Class	Level	Seniority	Hr. Rate	Annual	Increase	Increase	Adj.	Annual	Hourly	Increase
C	6	7	\$12.21	\$18,462	660	\$295	\$166	\$19,583	\$12.95	\$0.74

			2004-2005	2004-2005	Flat \$	1.7%		2005-2006	2005-2006	Hourly
Class	Level	Seniority	Hr. Rate	Annual	Increase	Increase	Adj.	Annual	Hourly	Increase
C	6	8	\$12.63	\$19,097	660	\$325		\$20,081	\$13.28	\$0.65
C	6	8	\$12.86	\$19,444	660	\$331	\$292	\$20,727	\$13.71	\$0.85
C	6	8	\$12.91	\$19,520	660	\$332		\$20,512	\$13.57	\$0.66
C	6	8	\$13.84	\$20,926	660	\$356		\$21,942	\$14.51	\$0.67

			2004-2005	2004-2005	Flat \$	2.0%		2005-2006	2005-2006	Hourly
Class	Level	Seniority	Hr. Rate	Annual	Increase	Increase	Adj.	Annual	Hourly	Increase
C	6	11	\$13.29	\$20,094	660	\$402	\$121	\$21,277	\$14.07	\$0.78

			2004-2005	2004-2005	Flat \$	2.1%		2005-2006	2005-2006	Hourly
Class	Level	Seniority	Hr. Rate	Annual	Increase	Increase	Adj.	Annual	Hourly	Increase
C	6	12	\$13.21	\$19,974	660	\$419	\$120	\$21,173	\$14.00	\$0.79

			2004-2005	2004-2005	Flat \$	2.2%		2005-2006	2005-2006	Hourly
Class	Level	Seniority	Hr. Rate	Annual	Increase	Increase	Adj.	Annual	Hourly	Increase
C	6	13	\$13.09	\$19,792	660	\$435	\$297	\$21,184	\$14.01	\$0.92
C	6	13	\$13.57	\$20,518	660	\$451	\$123	\$21,752	\$14.39	\$0.82

			2004-2005	2004-2005	Flat \$	2.3%		2005-2006	2005-2006	Hourly
Class	Level	Seniority	Hr. Rate	Annual	Increase	Increase	Adj.	Annual	Hourly	Increase
C	6	14	\$12.81	\$19,369	660	\$445	\$174	\$20,649	\$13.66	\$0.85
C	6	14	\$13.22	\$19,989	660	\$460	\$100	\$21,208	\$14.03	\$0.81

			2004-2005	2004-2005	Flat \$	2.5%		2005-2006	2005-2006	Hourly
Class	Level	Seniority	Hr. Rate	Annual	Increase	Increase	Adj.	Annual	Hourly	Increase
C	6	16	\$13.35	\$20,185	660	\$505	\$242	\$21,592	\$14.28	\$0.93
C	6	16	\$13.36	\$20,200	660	\$505	\$101	\$21,466	\$14.20	\$0.84

			2004-2005	2004-2005	Flat \$	0.9%		2005-2006	2005-2006	Hourly
Class	Level	Seniority	Hr. Rate	Annual	Increase	Increase	Adj.	Annual	Hourly	Increase
C	7	0	\$12.55	\$18,976	660	\$171		\$19,806	\$13.10	\$0.55

			2004-2005	2004-2005	Flat \$	1.0%		2005-2006	2005-2006	Hourly
Class	Level	Seniority	Hr. Rate	Annual	Increase	Increase	Adj.	Annual	Hourly	Increase
C	7	1	\$12.06	\$18,235	660	\$182		\$19,077	\$12.62	\$0.56

			2004-2005	2004-2005	Flat \$	1.1%		2005-2006	2005-2006	Hourly
Class	Level	Seniority	Hr. Rate	Annual	Increase	Increase	Adj.	Annual	Hourly	Increase
C	7	2	\$12.33	\$18,643	660	\$205		\$19,508	\$12.90	\$0.57

Class	Level	Seniority	2004-2005 Hr. Rate	2004-2005 Annual	Flat \$ Increase	1.2% Increase	Adj.	2005-2006 Annual	2005-2006 Hourly	Hourly Increase
C	7	3	\$12.21	\$18,462	660	\$222	\$222	\$19,565	\$12.94	\$0.73
Class	Level	Seniority	2004-2005 Hr. Rate	2004-2005 Annual	Flat \$ Increase	1.3% Increase	Adj.	2005-2006 Annual	2005-2006 Hourly	Hourly Increase
C	7	4	\$12.70	\$19,202	660	\$250		\$20,112	\$13.30	\$0.60
Class	Level	Seniority	2004-2005 Hr. Rate	2004-2005 Annual	Flat \$ Increase	1.4% Increase	Adj.	2005-2006 Annual	2005-2006 Hourly	Hourly Increase
C	7	5	\$12.06	\$18,235	660	\$255	\$274	\$19,424	\$12.85	\$0.79
C	7	5	\$12.36	\$18,688	660	\$262		\$19,610	\$12.97	\$0.61
Class	Level	Seniority	2004-2005 Hr. Rate	2004-2005 Annual	Flat \$ Increase	1.5% Increase	Adj.	2005-2006 Annual	2005-2006 Hourly	Hourly Increase
C	7	6	\$13.23	\$20,004	660	\$300	\$300	\$21,264	\$14.06	\$0.83
Class	Level	Seniority	2004-2005 Hr. Rate	2004-2005 Annual	Flat \$ Increase	1.7% Increase	Adj.	2005-2006 Annual	2005-2006 Hourly	Hourly Increase
C	7	8	\$12.94	\$19,565	660	\$333	\$235	\$20,793	\$13.75	\$0.81
Class	Level	Seniority	2004-2005 Hr. Rate	2004-2005 Annual	Flat \$ Increase	1.8% Increase	Adj.	2005-2006 Annual	2005-2006 Hourly	Hourly Increase
C	7	9	\$13.38	\$20,231	660	\$364	\$182	\$21,437	\$14.18	\$0.80
Class	Level	Seniority	2004-2005 Hr. Rate	2004-2005 Annual	Flat \$ Increase	1.9% Increase	Adj.	2005-2006 Annual	2005-2006 Hourly	Hourly Increase
C	7	10	\$13.53	\$20,457	660	\$389		\$21,506	\$14.22	\$0.69
Class	Level	Seniority	2004-2005 Hr. Rate	2004-2005 Annual	Flat \$ Increase	2.0% Increase	Adj.	2005-2006 Annual	2005-2006 Hourly	Hourly Increase
C	7	11	\$14.58	\$22,045	660	\$441		\$23,146	\$15.31	\$0.73
Class	Level	Seniority	2004-2005 Hr. Rate	2004-2005 Annual	Flat \$ Increase	2.4% Increase	Adj.	2005-2006 Annual	2005-2006 Hourly	Hourly Increase
C	7	15	\$13.38	\$20,231	660	\$486	\$121	\$21,497	\$14.22	\$0.84
C	7	15	\$13.42	\$20,291	660	\$487	\$243	\$21,682	\$14.34	\$0.92
Class	Level	Seniority	2004-2005 Hr. Rate	2004-2005 Annual	Flat \$ Increase	2.6% Increase	Adj.	2005-2006 Annual	2005-2006 Hourly	Hourly Increase
C	7	17	\$13.36	\$20,200	660	\$525	\$121	\$21,507	\$14.22	\$0.86
Class	Level	Seniority	2004-2005 Hr. Rate	2004-2005 Annual	Flat \$ Increase	0.9% Increase	Adj.	2005-2006 Annual	2005-2006 Hourly	Hourly Increase
C	8	0	\$12.14	\$18,356	660	\$165		\$19,181	\$12.69	\$0.55
Class	Level	Seniority	2004-2005 Hr. Rate	2004-2005 Annual	Flat \$ Increase	1.0% Increase	Adj.	2005-2006 Annual	2005-2006 Hourly	Hourly Increase
C	8	1	\$11.78	\$17,811	660	\$178		\$18,649	\$12.33	\$0.55
C	8	1	\$12.07	\$18,250	660	\$182		\$19,092	\$12.63	\$0.56
C	8	1	\$12.08	\$18,265	660	\$183		\$19,108	\$12.64	\$0.56
C	8	1	\$12.18	\$18,416	660	\$184		\$19,260	\$12.74	\$0.56
C	8	1	\$12.54	\$18,960	660	\$190		\$19,810	\$13.10	\$0.56
C	8	1	\$12.55	\$18,976	660	\$190		\$19,825	\$13.11	\$0.56
C	8	1	\$12.99	\$19,641	660	\$196		\$20,497	\$13.56	\$0.57

Class	Level	Seniority	2004-2005 Hr. Rate	2004-2005 Annual	Flat \$ Increase	1.1% Increase	Adj.	2005-2006 Annual	2005-2006 Hourly	Hourly Increase
C	8	2	\$12.46	\$18,840	660	\$207		\$19,707	\$13.03	\$0.57
C	8	2	\$12.54	\$18,960	660	\$209		\$19,829	\$13.11	\$0.57

Class	Level	Seniority	2004-2005 Hr. Rate	2004-2005 Annual	Flat \$ Increase	1.2% Increase	Adj.	2005-2006 Annual	2005-2006 Hourly	Hourly Increase
C	8	3	\$11.63	\$17,585	660	\$211		\$18,456	\$12.21	\$0.58
C	8	3	\$12.13	\$18,341	660	\$220	\$385	\$19,606	\$12.97	\$0.84
C	8	3	\$12.13	\$18,341	660	\$220	\$385	\$19,606	\$12.97	\$0.84
C	8	3	\$12.25	\$18,522	660	\$222	\$389	\$19,793	\$13.09	\$0.84
C	8	3	\$12.54	\$18,960	660	\$228	\$398	\$20,246	\$13.39	\$0.85

Class	Level	Seniority	2004-2005 Hr. Rate	2004-2005 Annual	Flat \$ Increase	1.3% Increase	Adj.	2005-2006 Annual	2005-2006 Hourly	Hourly Increase
C	8	4	\$12.13	\$18,341	660	\$238	\$385	\$19,624	\$12.98	\$0.85

Class	Level	Seniority	2004-2005 Hr. Rate	2004-2005 Annual	Flat \$ Increase	1.7% Increase	Adj.	2005-2006 Annual	2005-2006 Hourly	Hourly Increase
C	8	8	\$13.56	\$20,503	660	\$349	\$431	\$21,942	\$14.51	\$0.95

Class	Level	Seniority	2004-2005 Hr. Rate	2004-2005 Annual	Flat \$ Increase	1.8% Increase	Adj.	2005-2006 Annual	2005-2006 Hourly	Hourly Increase
C	8	9	\$12.62	\$19,081	660	\$343	\$401	\$20,486	\$13.55	\$0.93
C	8	9	\$13.31	\$20,125	660	\$362	\$423	\$21,570	\$14.27	\$0.96

Class	Level	Seniority	2004-2005 Hr. Rate	2004-2005 Annual	Flat \$ Increase	2.0% Increase	Adj.	2005-2006 Annual	2005-2006 Hourly	Hourly Increase
C	8	11	\$13.18	\$19,928	660	\$399	\$239	\$21,226	\$14.04	\$0.86
C	8	11	\$13.62	\$20,593	660	\$412	\$432	\$22,098	\$14.61	\$0.99

Class	Level	Seniority	2004-2005 Hr. Rate	2004-2005 Annual	Flat \$ Increase	2.1% Increase	Adj.	2005-2006 Annual	2005-2006 Hourly	Hourly Increase
C	8	12	\$13.62	\$20,593	660	\$432	\$432	\$22,118	\$14.63	\$1.01

Class	Level	Seniority	2004-2005 Hr. Rate	2004-2005 Annual	Flat \$ Increase	0.9% Increase	Adj.	2005-2006 Annual	2005-2006 Hourly	Hourly Increase
D	1	0	\$10.97	\$16,587	660	\$149		\$17,396	\$11.51	\$0.54

Class	Level	Seniority	2004-2005 Hr. Rate	2004-2005 Annual	Flat \$ Increase	1.1% Increase	Adj.	2005-2006 Annual	2005-2006 Hourly	Hourly Increase
D	1	2	\$11.30	\$17,086	660	\$188		\$17,934	\$11.86	\$0.56

Class	Level	Seniority	2004-2005 Hr. Rate	2004-2005 Annual	Flat \$ Increase	1.2% Increase	Adj.	2005-2006 Annual	2005-2006 Hourly	Hourly Increase
D	1	3	\$11.09	\$16,768	660	\$201		\$17,629	\$11.66	\$0.57

Class	Level	Seniority	2004-2005 Hr. Rate	2004-2005 Annual	Flat \$ Increase	1.5% Increase	Adj.	2005-2006 Annual	2005-2006 Hourly	Hourly Increase
D	4	6	\$12.86	\$19,444	660	\$292	\$175	\$20,571	\$13.61	\$0.75

Class	Level	Seniority	2004-2005 Hr. Rate	2004-2005 Annual	Flat \$ Increase	2.9% Increase	Adj.	2005-2006 Annual	2005-2006 Hourly	Hourly Increase
D	4	20	\$13.46	\$20,352	660	\$590	\$183	\$21,785	\$14.41	\$0.95

Class	Level	Seniority	2004-2005 Hr. Rate	2004-2005 Annual	Flat \$ Increase	1.8% Increase	Adj.	2005-2006 Annual	2005-2006 Hourly	Hourly Increase
D	6	9	\$14.73	\$22,272	660	\$401	\$67	\$23,399	\$15.48	\$0.75
Class	Level	Seniority	2004-2005 Hr. Rate	2004-2005 Annual	Flat \$ Increase	1.3% Increase	Adj.	2005-2006 Annual	2005-2006 Hourly	Hourly Increase
D	7	4	\$13.80	\$20,866	660	\$271		\$21,797	\$14.42	\$0.62
Class	Level	Seniority	2004-2005 Hr. Rate	2004-2005 Annual	Flat \$ Increase	2.0% Increase	Adj.	2005-2006 Annual	2005-2006 Hourly	Hourly Increase
D	7	11	\$14.55	\$22,000	660	\$440	\$132	\$23,232	\$15.36	\$0.81
Class	Level	Seniority	2004-2005 Hr. Rate	2004-2005 Annual	Flat \$ Increase	1.1% Increase	Adj.	2005-2006 Annual	2005-2006 Hourly	Hourly Increase
E	1	2	\$13.33	\$20,155	660	\$222		\$21,037	\$13.91	\$0.58
Class	Level	Seniority	2004-2005 Hr. Rate	2004-2005 Annual	Flat \$ Increase	1.2% Increase	Adj.	2005-2006 Annual	2005-2006 Hourly	Hourly Increase
E	1	3	\$13.43	\$20,306	660	\$244		\$21,210	\$14.03	\$0.60
Class	Level	Seniority	2004-2005 Hr. Rate	2004-2005 Annual	Flat \$ Increase	1.3% Increase	Adj.	2005-2006 Annual	2005-2006 Hourly	Hourly Increase
E	1	4	\$12.39	\$18,734	660	\$244		\$19,637	\$12.99	\$0.60
E	1	4	\$13.43	\$20,306	660	\$264		\$21,230	\$14.04	\$0.61
Class	Level	Seniority	2004-2005 Hr. Rate	2004-2005 Annual	Flat \$ Increase	1.7% Increase	Adj.	2005-2006 Annual	2005-2006 Hourly	Hourly Increase
E	1	8	\$14.55	\$22,000	660	\$374		\$23,034	\$15.23	\$0.68
Class	Level	Seniority	2004-2005 Hr. Rate	2004-2005 Annual	Flat \$ Increase	2.1% Increase	Adj.	2005-2006 Annual	2005-2006 Hourly	Hourly Increase
E	2	12	\$15.30	\$23,134	660	\$486		\$24,279	\$16.06	\$0.76
Class	Level	Seniority	2004-2005 Hr. Rate	2004-2005 Annual	Flat \$ Increase	1.0% Increase	Adj.	2005-2006 Annual	2005-2006 Hourly	Hourly Increase
E	4	1	\$14.50	\$21,924	660	\$219		\$22,803	\$15.08	\$0.58
Class	Level	Seniority	2004-2005 Hr. Rate	2004-2005 Annual	Flat \$ Increase	1.1% Increase	Adj.	2005-2006 Annual	2005-2006 Hourly	Hourly Increase
E	4	2	\$14.36	\$21,712	660	\$239		\$22,611	\$14.95	\$0.59
Class	Level	Seniority	2004-2005 Hr. Rate	2004-2005 Annual	Flat \$ Increase	1.2% Increase	Adj.	2005-2006 Annual	2005-2006 Hourly	Hourly Increase
E	4	3	\$14.36	\$21,712	660	\$261		\$22,633	\$14.97	\$0.61
Class	Level	Seniority	2004-2005 Hr. Rate	2004-2005 Annual	Flat \$ Increase	2.4% Increase	Adj.	2005-2006 Annual	2005-2006 Hourly	Hourly Increase
E	4	15	\$15.40	\$23,285	660	\$559		\$24,504	\$16.21	\$0.81
Class	Level	Seniority	2004-2005 Hr. Rate	2004-2005 Annual	Flat \$ Increase	1.1% Increase	Adj.	2005-2006 Annual	2005-2006 Hourly	Hourly Increase
E	5	2	\$14.70	\$22,226	660	\$244		\$23,131	\$15.30	\$0.60

Class	Level	Seniority	2004-2005 Hr. Rate	2004-2005 Annual	Flat \$ Increase	1.5% Increase	Adj.	2005-2006 Annual	2005-2006 Hourly	Hourly Increase
E	5	6	\$14.94	\$22,589	660	\$339		\$23,588	\$15.60	\$0.66

Class	Level	Seniority	2004-2005 Hr. Rate	2004-2005 Annual	Flat \$ Increase	1.2% Increase	Adj.	2005-2006 Annual	2005-2006 Hourly	Hourly Increase
E	6	3	\$15.69	\$23,723	660	\$285		\$24,668	\$16.31	\$0.62

Class	Level	Seniority	2004-2005 Hr. Rate	2004-2005 Annual	Flat \$ Increase	1.3% Increase	Adj.	2005-2006 Annual	2005-2006 Hourly	Hourly Increase
E	6	4	\$14.23	\$21,516	660	\$280	\$194	\$22,649	\$14.98	\$0.75

Class	Level	Seniority	2004-2005 Hr. Rate	2004-2005 Annual	Flat \$ Increase	1.4% Increase	Adj.	2005-2006 Annual	2005-2006 Hourly	Hourly Increase
E	6	5	\$13.95	\$21,092	660	\$295	\$190	\$22,238	\$14.71	\$0.76

Class	Level	Seniority	2004-2005 Hr. Rate	2004-2005 Annual	Flat \$ Increase	2.5% Increase	Adj.	2005-2006 Annual	2005-2006 Hourly	Hourly Increase
E	6	16	\$15.22	\$23,013	660	\$575		\$24,248	\$16.04	\$0.82

Class	Level	Seniority	2004-2005 Hr. Rate	2004-2005 Annual	Flat \$ Increase	1.2% Increase	Adj.	2005-2006 Annual	2005-2006 Hourly	Hourly Increase
E	7	3	\$14.83	\$22,423	660	\$269		\$23,352	\$15.44	\$0.61

Class	Level	Seniority	2004-2005 Hr. Rate	2004-2005 Annual	Flat \$ Increase	1.3% Increase	Adj.	2005-2006 Annual	2005-2006 Hourly	Hourly Increase
E	7	4	\$14.36	\$21,712	660	\$282	\$195	\$22,850	\$15.11	\$0.75

Class	Level	Seniority	2004-2005 Hr. Rate	2004-2005 Annual	Flat \$ Increase	1.5% Increase	Adj.	2005-2006 Annual	2005-2006 Hourly	Hourly Increase
E	7	6	\$16.04	\$24,252	660	\$364		\$25,276	\$16.72	\$0.68

Class	Level	Seniority	2004-2005 Hr. Rate	2004-2005 Annual	Flat \$ Increase	3.1% Increase	Adj.	2005-2006 Annual	2005-2006 Hourly	Hourly Increase
E	7	22	\$17.25	\$26,082	660	\$809		\$27,551	\$18.22	\$0.97

Class	Level	Seniority	2004-2005 Hr. Rate	2004-2005 Annual	Flat \$ Increase	1.1% Increase	Adj.	2005-2006 Annual	2005-2006 Hourly	Hourly Increase
E	8	2	\$13.32	\$20,140	660	\$222		\$21,021	\$13.90	\$0.58

**Agreement
For the 2005-2010 Contract
Between the
Cedar Rapids Organization of Teacher Associates
And the
Cedar Rapids Community School District**

1. A subcommittee is established to develop procedures, forms and criteria for teacher associate evaluation.
2. A subcommittee is established to modify the teacher associate staffing procedures (transfer, reduction in force, seniority, and recall) using language adapted from the teacher's contract.
3. A subcommittee is established to work out payroll distribution for teacher associates.
4. A subcommittee is established to discuss increased and improved Professional Development time and opportunities for teacher associates.

All subcommittees will include equal numbers of teacher associate representatives appointed by the Association and management representatives appointed by the District. Subcommittees will be directed to bring final proposals to the bargaining teams by January 31, 2006 for negotiation with the intent of implementation for the 2006-2007 contract.

Financial improvements to the contract for 2005-2006 shall not exceed a total package of 4.75%.


Financial improvements to the contract for 2006-2007, 2007-2008, 2008-2009 and 2009-2010 shall be equal to the percentage total package settlements agreed between the CREA and the District.

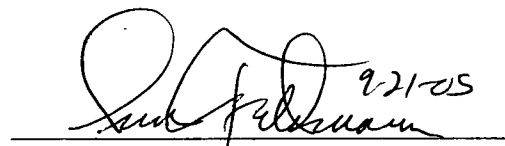
The value of level adjustments during the term of this agreement shall remain at 3.5%. An additional sum, not to exceed \$25,000 shall be added to the financial improvements package each year that the level adjustment value remains frozen at 3.5% .

The value of level adjustments in 2010-2011 shall increase to 4.0%.

The value of level adjustments in 2011-2012 shall increase to 4.5%.

Issues related to the implementation of mandatory insurance in 2007-2008 will be addressed in future negotiations.


Kathleen Krehbiel
For CROTA


Ann Feldmann
For the District